



MASENO UNIVERSITY
UNIVERSITY EXAMINATIONS 2016/2017

**FOURTH YEAR SECOND SEMESTER EXAMINATIONS FOR THE
DEGREE OF BACHELOR OF BUSINESS ADMINISTRATION WITH
INFORMATION TECHNOLOGY**

HOMA-BAY CAMPUS

**ABA 437: CONTEMPORARY ISSUES IN HUMAN RESOURCE
MANAGEMENT**

Date: 17th June, 2017

Time: 2.00 - 5.00 pm

INSTRUCTIONS:

- Attempt question ONE and any other THREE questions.



QUESTION ONE

- a. Discuss the reasons why employees need work place flexibility with their employers
(10 Marks).
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- b. Explain the vital role which Human Resource (HR) occupies within an Organization
(10 Marks).
- c. Change is the only constant factor in Organizations. Describe strategies which managers can apply to successfully manage change
(5 Marks).

QUESTION TWO

- a) Explain the techniques that management can apply to ensure that their employees are empowered
(10 Marks).
- b) Use 7 Cs of Torrington (1994) to differentiate International HRM from general Human Resource management.
(5 Marks).

QUESTION THREE

- a) As a HR consultant, formulate a check list that can be used as a consideration by any organization before any disciplinary action is taken against an employee who is in breach of code of ethics.
(10 Marks).
- b) Downsizing in any business is generally not viewed by employees or management as a positive practice. Discuss
(5 Marks).

QUESTION FOUR

- a. Organizations are composed of people with different ethnic backgrounds, religion and age groups. As a HR professional, draw up the steps your organization would involve in managing diversity at the work place
(10 Marks).
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- b. Describe an impact of employee involvement on organization performance. (5 Marks).

QUESTION FIVE.

- a) Advise the business leaders who wish to take proactive measures to establish and maintain a composite culture that emphasizes strong moral leadership on steps they should follow (8 Marks).
- b) Discuss the benefits of practicing employee involvement and empowerment (4 Marks).
- c) Explain how employee involvement process can be made effective in organizations (3 Marks).

QUESTION SIX

Organizations change initiatives often arise out of problems faced by a company. Discuss the techniques of managing organizational change (15 Marks).