



MASENO UNIVERSITY
UNIVERSITY EXAMINATIONS 2016/2017

**SECOND YEAR FIRST SEMESTER EXAMINATION FOR
THE DEGREE OF BACHELOR OF BUSINESS
ADMINISTRATION WITH INFORMATION
TECHNOLOGY**

HOMABAY CAMPUS – REGULAR

ABA 204: FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT

Date: 10th June, 2017

Time: 9.00 - 12.00pm

INSTRUCTIONS:

- Answer Question ONE and any other THREE
- Question ONE carries 25 marks and the rest 15 marks each



- a) Give definition of Human resource Management (HRM) (1 Marks).
- b) Differentiate between “hard” and “soft” HRM (4 Marks).
- c) Explain the scope of HRM (10 Marks).
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- d) Discuss the steps to be taken when formulating and implementing Human Resource Management policies (10 Marks).

QUESTION TWO

- a) Explain the reasons why the role of HR as a strategic business partner has been stressed in organizations (5Marks).
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- b) Discuss factors to consider in formulating usages and salaries (10 Marks).

QUESTION THREE

- a) Describe factors to consider when doing a manpower planning (MPP) (5 Marks).
- b) Collective bargaining results into a labour contract known as collective bargaining agreement (CBA) which is a written agreement between the trade union and management. Discuss the content of the contract (10 Marks).

QUESTION FOUR

- a) Discuss the features of an ideal health program an organization should put in place to protect its employees (10 Marks).
- b) Explain characteristics of sensitivity training (5 Marks).

QUESTION FIVE.

- a) Discuss process of career management at organization level (10 Marks).
- b) Explain the principles of HRM (10 Marks).

QUESTION SIX.

- a) Describe the problems which employee welfare should address in the workplace (5 Marks).
- b) Explain objectives of HRM (5 Marks).
- c) Discuss job description as postulated by Rodgers (1952) (5 Marks).