



MASENO UNIVERSITY
UNIVERSITY EXAMINATIONS 2016/2017

**THIRD YEAR SECOND SEMESTER EXAMINATIONS FOR THE
DEGREE OF BACHELOR OF BUSINESS ADMINISTRATION
(HUMAN RESOURCE OPTION) WITH INFORMATION
TECHNOLOGY**

CITY CAMPUS– EVENING

ABA 322: HUMAN CAPITAL MANAGEMENT

Date: 12th June, 2017

Time: 5.30 - 8.30 pm

INSTRUCTIONS:

- Answer question ONE and any other THREE questions.

Question 1.

a). Human Capital represent the human factor in the organization. In this regard, evaluate the importance of human capital to the organization. (10 marks)

b).Recommend to a human resource manager, ways of increasing Human capital in the organization. (5 marks)

c). Evaluate measures that can be taken by human resource managers to manage labour turnover in the organization. (10 marks)

Question 2.

a).Describe at least five techniques applied in estimating future Human resource demand. (10 marks)

b). what are the measures put in place to safeguard against gender based discrimination in the workplace. (5 marks)

Question 3.

a). Explain the steps involved in conducting job analysis in the organization. (10 marks)

b). what are the purpose of developing job description in the process of conducting job analysis. (5 marks)

Question 4.

a). Explain the factors that affect strategy of succession planning in the organization. (8 marks)

b). Analyze the techniques used in recruiting employees from the external sources. (7 marks)

Question 5.

a). Explain at least five good induction practice guidelines. (5 marks)

b). A good role design increases the value of the position to the organization. In this regards. In this regard, evaluate the benefits of a good role to the organization. (10 marks)

Question 6.

a) i). Briefly describe Human capital theory (3 marks)

ii).Evaluate the implications of human capital theory. (4 marks)

b). Talent management involves exploring the hidden qualities of employees and nurturing them to get desired results. In view of this statement, explain the process of talent management in an organization. (8 marks)