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**University Examinations 2014/2015**

FOURTH YEAR SECOND SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE

**BFB 3471: CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT**

**DATE: AUGUST 2015 TIME: 2HOURS**

**INSTRUCTIONS:** *Answer question* ***one*** *and any other* ***two*** *questions*

**QUESTION ONE (30 MARKS)**

1. Explain the meaning of restructuring and its importance to an organization (8 Marks)
2. The impact of technology is seen in nearly all areas of Human Resource Practices. Indentify five areas and discuss how technology has impacted on these practices (10 Marks)
3. Explain the consequences of economic recession to Human Resource Management in an organization (6 Marks)
4. Discuss the drivers of productivity growth in an organization (6 Marks)

**QUESTION TWO (20 MARKS)**

1. (i) Explain outsourcing (2 Marks)

(ii) Explain the major challenges of outsourcing in an organization (8 Marks)

1. Discuss five characteristics of Generation Y employees (10 Marks)

**QUESTION THREE (20 MARKS)**

1. Explain the impact of Globalization to Human Resource Practices in an enterprise (10 Marks)
2. Discuss the challenges faced by a Human Resource Manager in an international organization (10 Marks)

**QUESTION FOUR (20 MARKS)**

1. With the use of local examples examine and explain the benefits of workforce diversity in an organization (10 Marks)
2. Discuss the advantages and disadvantages of audit in an organization (10 Marks)

**QUESTION FIVE (20 MARKS)**

1. Discuss the role of the Human Resource Manager in corporate social responsibility of an organization (10 Marks)
2. Explain the economic benefits of female empowerment (10 Marks)