



UNIVERSITY OF EMBU

2017/2018 ACADEMIC YEAR
TRIMESTER EXAMINATIONS

EXAMINATION FOR THE DEGREE OF MASTERS IN BUSINESS
ADMINISTRATION

DHR 501: HUMAN RESOURCES MANAGEMENT

DATE: AUGUST 2, 2018

TIME: 4:00-7:00PM

INSTRUCTIONS:

Answer ANY FOUR Questions

QUESTION ONE (25 MARKS)

As a result of economic reforms initiated in the recent past, the Indian economy has been globalised. The regulations and controls have been relaxed. Many more multinationals have been inclined to make their entry in India. Consequently, market dynamics specially nature of competition has been drastically changed. Indian organisations are finding it difficult to compete with their counterparts coming from outside. You are a manager in one of the well established pharmaceutical company already working in India for the last 20 years. To compete with multinational company you personally feel that production as well as distribution systems are to be made cost effective so that better quality of medicines can be produced and distributed at reasonable cost. For improving cost-effectives of the system you carry opinion that your organisation is overstaffed. You are bringing this fact to the knowledge of managing director. He is discussing this problem with you in the light of human resource planning and development. The managing director of the company is asking you the following questions.

- a) Discuss key functions of human resource management that can help to improve the state of this company (10 marks)

- b) Explain why this company needs human resource management audit (5 marks)
- c) Many organizations face the same challenge as the above company of 'overstaffing'. Discuss what organizations can do to avoid this problem (10 marks)

QUESTION TWO (25 MARKS)

'The survival of the organization requires development throughout the ranks in order to survive, while training makes the organization more effective and efficient in its day-to-day operations'. Support this statement (25 marks)

QUESTION THREE (25 MARKS)

Once a person is selected for a position, they must be 'maintained' in the workplace. Discuss ways human resource department in any organization can maintain employees (25 marks)

QUESTION FOUR (25 MARKS)

Motivation for each and every employee is a satisfactory "Compensation Package". Discuss (25 marks)

QUESTION FIVE (25 MARKS)

Discuss challenges in Human Resource Management of 21st Century organizations (25 marks)

--END--