



UNIVERSITY OF EMBU

2017/2018 ACADEMIC YEAR

SECOND SEMESTER EXAMINATIONS

**SECOND SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF
PURCHASING AND SUPPLIES MANAGEMENT**

BPSM 111: HUMAN RESOURCE MANAGEMENT

DATE: APRIL 10, 2018

TIME: 11:00 AM – 1:00 PM

INSTRUCTIONS:

Answer Question ONE and ANY Other TWO Questions.

QUESTION ONE (30 MARKS)

- a) Describe the importance of induction in an organization. (4 marks)
- b) Highlight four objectives of job evaluation in an organization. (4 marks)
- c) Explain four causes of stress in organizations. (4 marks)
- d) Enumerate the objectives of Human Resource Planning. (4 marks)
- e) Explain five aims of reward management (5 marks)
- f) Discuss five advantages of off-the job training (5 marks)
- g) Identify four purposes of employee appraisal. (4 marks)

QUESTION TWO (20 MARKS)

- a) Discuss the merits and demerits of external sources of recruitment. (10 marks)
- b) Explain the managerial and operative functions of Human Resources Management. (10 marks)



QUESTION THREE (20 MARKS)

- a) Discuss the steps involved in the Human Resource Planning process (10 marks)
- b) Discuss reasons why employees in organizations need to be motivated. (10 marks)

QUESTION FOUR (20 MARKS)

- a) Discuss the need and importance of training in an institution. (10 marks)
- b) Identify and explain the needs and limitations of performance appraisal (10 marks)

QUESTION FIVE (20 MARKS)

- a) Discuss the factors that would influence industrial relations in a country. (10 marks)
- b) Discuss the purpose of job analysis to an organization (10 marks)

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