

**KCA UNIVERSITY**  
**HUMAN RESOURCE MANAGEMENT**  
**MAY 2020 EXAMINATIONS**  
**OPEN BOOK QUESTIONS**

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**Question 1**

You have been appointed as the HR advisor at the Salaries and Remuneration Commission. You find one of the main challenges at the Commission is the absence of a comprehensive compensation and reward policy for the different cadres of state officers. Please advise the commission on:

- a) Components of an effective compensation and reward policy
- b) Factors to take in consideration when developing the policy framework

**Question 2**

As a County Executive incharge of Human Resource Development, upon carrying out a survey realize many of the employees have not attended any training and lack any knowledge on how they can progress in their careers. What steps would you undertake to:

- a) Highlight to the Governor the importance of Training the Employees on a regular basis
- b) Emphasize to the Governor the relevance of managing the careers of the county employees

**Question 3**

The Devolution of the central government into county governments has brought some challenges to the employees who suddenly found themselves in new work stations and new structures. As a HR student, how can you:

- i) advise the counties to manage the stress that comes with adjusting to a new environment
- ii) guide the counties on ways to motivate the employees to elicit their commitment

#### **Question 4**

Increased attention to HRM in the Government can be attributed to large number of public sector employees in many countries, their resulting impact on government budgets, and the essential role that employees play in improving their service delivery. In this regard, describe:

- a) the role of HRM in the public sector
- b) the challenges that HRM faces in the public sector