



KENYATTA UNIVERSITY

EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE

BHM 221: HUMAN RESOURCE POLICY ANALYSIS AND MANAGEMENT

2ND SEMESTER 2025/2026

TIME: 2 HOURS

INSTRUCTIONS: ANSWER QUESTION ONE AND NY OTHER TWO

QUESTION ONE

- a) Identify and five scholars and briefly explain the contribution of each to the evolution and development of human resources policy analysis and management. [10 marks]
- b) Discuss any five areas on the intent of human resource management policies at the workplace as projected in the awareness of policy frameworks. [10 marks]
- c) Demonstrate any five reasons for adopting human resource policies in an organization of your choice. [10 marks]

QUESTION TWO

Using an organization of your choice, explain any five areas covered by policies in relation to:

- a) Working conditions and work schedules. [10 marks]
- b) Employee conduct. [10 marks]

QUESTION THREE

Using relevant examples demonstrate understanding of five human resource policy implications covered in:

- a) The Work Injury Benefit Act, 2007. [10 marks]
- b) The Employment Act, 2007. [10 marks]

QUESTION FOUR

- a) Explain the significance in good industrial relations to human resource policy and management. [10 marks]
- b) Explain any four types of industrial disputes applicable by the employer and the employees. [10 marks]