



KENYATTA UNIVERSITY

**EXAMINATION FOR THE DEGREE OF BACHELOR OF HUMAN RESOURCE
MANAGEMENT**

BHM 322: STAFF RECRUITMENT

2ND SEMESTER 2025/2026

TIME: 2 HOURS

INSTRUCTIONS:

ANSWER QUESTION ONE AND ANY OTHER TWO QUESTIONS

1. a) Discuss Two (2) theories foundational to work and reward (12 marks)
b) Define work and reward and its importance to organizations (8 marks)
c) Define staff selection and the criteria for a successful set of selection tools (10 marks)
2. a) Discuss Five (5) reasons in support for employees' welfare programs (10 marks)
b) Identify and describe the necessary to manage employees successfully (10 marks)
3. a) Explain any attributes to a successful Total reward management (12 marks)
b) Explain Four advantages of performance management (8 marks)
4. a) Explain Five issues that could be handled in staff movement and separation (10 marks)
b) Discuss the importance of job designing and how it assists managers in the work place (10 marks)