



KENYATTA UNIVERSITY
DIGITAL SCHOOL OF VIRTUAL AND OPEN LEARNING (DSVOL)
EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE
CEP/VOL

BHM 420: CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT

2ND TRIMESTER 2025/2026

TIME: 2 HOURS

INSTRUCTIONS:

Answer question ONE and attempt any other TWO questions

Question 1

- i) Identify any emerging Contemporary issue in HRM and provide a brief overview of its current significance in the 21st-century business environment. (6 marks)
- ii) Drawing on recent insights from industry professionals or visiting scholars, explain how this issue has transformed traditional HR practices within a specific industry of your choice. (8 marks)
- iii) Evaluate how the management of this issue contributes to an organization's overall Strategic Human Resource Management (SHRM) and its competitive advantage. (6 marks)
- iv) Discuss the potential challenges regarding Equal Employment Opportunity (EEO) or Corporate Governance that arise when addressing this specific HRM issue. (6 marks)
- v) Propose two data-driven recommendations for HR leaders to effectively manage this issue over the next decade as skill requirements continue to evolve. (6 marks)

Question 2

Analyze the relationship between Occupational Health and wellbeing and employee retention in a virtual workplace. How should HR managers redesign performance management systems to ensure accountability without compromising the work-life balance of remote employees? (20 marks)

Question 3

Discuss the role of HRM in fostering Corporate Governance and Social Responsibility (CSR). To what extent does an "Ethical HRM approach" mitigate the risks associate with downsizing and large-scale organizational restructuring? (20 marks)

Question 4

Compare and contrast the challenges of managing a diverse work group versus a global workforce (HRM). Identify three critical skill requirements that HR leaders must develop to successfully navigate Equal Employment Opportunity (EEO) laws across different international jurisdictions.

(20 marks)