



KENYATTA UNIVERSITY

UNIVERSITY EXAMINATIONS 2017/2018

DIGITAL SCHOOL OF VIRTUAL AND OPEN LEARNING

FIRST SEMESTER EXAMINATION FOR THE DEGREE OF

BACHELOR OF COMMERCE

BHM 308: HUMAN RESOURCEE MANAGEMENT II

DATE: Tuesday, 19th December 2017

TIME: 8.00 a.m. - 10.00 a.m.

INSTRUCTIONS:

Answer Question ONE and any other TWO.

Question One

- (a) Why is it important for organisation to conduct job evaluation? (10 marks)
- (b) What are the prerequisites for an effective performance management? (10 marks)
- (c) Explain the possible reasons for promotion. (10 marks)

Question Two

Describe the methods that can be used to measure staff performance. (20 marks)

Question Three

- (a) Why would a manager want his employees demoted? (10 marks)
- (b) How can separation of employees occur from the pay-roll? (10 marks)

Question Four

- (a) What causes absenteeism by employees? (10 marks)
- (b) What are the adverse effects of high labour turnover? (10 marks)