



KENYATTA UNIVERSITY

UNIVERSITY EXAMINATIONS 2017/2018

DIGITAL SCHOOL OF VIRTUAL AND OPEN LEARNING

SECOND SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF

COMMERCE

BHM 301: HUMAN RESOURCE MANAGEMENT 1

DATE: Friday 22nd June 2018

TIME 8.00a.m – 10.00a.m.

INSTRUCTIONS:

ANSWER QUESTIONS ONE(COMPULSORY) AND ANY OTHER TWO

1. a) Explain the main challenges facing HR managers and specialists in today's rapidly changing work environment. (10 marks)
b) Discuss the role that job analysis play in the successful performance of the organization. (10 marks)
c) Discuss the merits and demerits of external employee sourcing.(10 marks)
2. a) Explain the benefits of human resource planning in an organization.(10 marks)
b) Distinguish between job description and job specification and highlight the contents of a job description. (10 marks)
3. a) Explain five (5) methods of training employees in an organization(10 marks)
b) What is employee induction and why is it very important in an organization. (10 marks)
4. Explain the meaning of performance management. Describe any objectives of Performance management. (20 marks)