



## GARISSA UNIVERSITY

UNIVERSITY EXAMINATION **2017/2018** ACADEMIC YEAR **ONE**  
**FIRST** SEMESTER EXAMINATION

SCHOOL OF BUSINESS AND ECONOMICS

FOR THE DEGREE OF MASTER OF BUSINESS ADMINISTRATION

COURSE CODE: MBA 803

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

EXAMINATION DURATION: 3 HOURS

**DATE: 08/12/17**

**TIME: 09.00-12.00 PM**

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### INSTRUCTION TO CANDIDATES

- The examination has **SIX (6)** questions
- Question **ONE (1)** is **COMPULSORY**
- Choose any other **THREE (3)** questions from the remaining **FIVE (5)** questions
- Use sketch diagrams to illustrate your answer whenever necessary
- Do not carry mobile phones or any other written materials in examination room
- Do not write on this paper

This paper consists of **TWO (2)** printed pages

*please turn over*



**QUESTION ONE (COMPULSORY)**

- (a) Explain the qualities of an Human Resource Development (HRD) Manager [3 marks]
- (b) Distinguish between Human Resource Development (HRD) and Human Resource Management (HRM) [6 marks]
- (c) “Human Resource Development plays a vital role in the success and growth of an Organization “. Discuss [8 marks]
- (d) Describe the principles that could lead for successful implementation of HRD plans in an Organization [8 marks]

**QUESTION TWO**

- (a) Explain the four stages of recruitment and selection [4 marks]
- (b) Describe the four steps of attracting candidates that Human Resource Manager should follow when recruiting [8 marks]
- (c) Explain briefly the first three steps in employee selection [3 marks]

**QUESTION THREE**

- (a) Describe the four components of compensation package of employees [4 marks]
- (b) State three essentials of a salary structure [3 marks]
- (c) Explain any four factors affecting wages or salary levels of employees [8 marks]

**QUESTION FOUR**

- (a) State any five objectives of Human Resource planning in firms [5 marks]
- (b) Explain five factors that have increased the demand for Human Resource planning in Organization [5 marks]
- (c) Describe the importance of Human Resource planning in an organizational [5 marks]

**QUESTION FIVE**

- (a) Describe the resource based view theory of Human Resource Management [8 marks]
- (b) State the ethical dimension of Human Resource Management to employees in an Organization [7 marks]

**QUESTION SIX**

- (a) Explain the history steps of Human Resource Management [6 marks]
- (b) Highlight four operative functions of a Human Resource Manager in an organization [4 marks]
- (c) State five ways in which Human Resource professionals can contribute towards Making Human Resource into competitive advantage [5 marks]

