



GARISSA UNIVERSITY

**UNIVERSITY EXAMINATION 2017/2018 ACADEMIC YEAR TWO
SECOND SEMESTER EXAMINATION**

SUPPLEMENTARY/SPECIAL EXAMINATION

SCHOOL OF BUSINESS AND ECONOMICS

FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT

COURSE CODE: BBM 214

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

EXAMINATION DURATION: 3 HOURS

DATE: 23/03/18

TIME: 09.00-12.00 PM

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) Define the term human resource management [2 marks]
ii. Describe five roles of Human resource manager [5 marks]
- (b) Discuss key five objectives of Human resource management in an organization [10 marks]
- (c) Explain the four managerial functions of a human resource manager in an organization [8 marks]

QUESTION TWO

- (a) Describe the four steps of attracting candidates that Human resource manager should follow when recruiting [8 marks]
- (b) Explain how the following types of recruitment operates
- i. Online recruitment [1mark]
 - ii. Agencies and job centers [2 marks]
 - iii. Recruitment consultants [2 marks]
 - iv. Executive search consultants [2 marks]

QUESTION THREE

- (a) i) Define strategic human resource management [2 marks]
ii) Explain the role of human resource management in strategy formulation [5 marks]
- (b) Highlight eight ways in which human resource professionals can contribute towards making organizations competitive. [8 marks]

QUESTION FOUR

Discuss the differences and similarities between human resource manager and personnel manager [15 marks]

QUESTION FIVE

- (a) State the six process of recruitment in an organization [6 marks]
- (b) Give three sources in which internal recruitment can acquire the required manpower [3 marks]
- (c) Explain six advantages that comes with recruiting employees internally from the organization [6 marks]

QUESTION SIX

- (a) i) Define manpower planning in relation to human resource management [2 marks]
ii) Highlight any five main objectives of Human resource planning in an organization [5 marks]
- (b) Describe any five importance of human resource planning in an organization [5 marks]
- (c) Explain three factors that have increased the demand for human resource planning in organization [3 marks]

