



## **GARISSA UNIVERSITY**

**UNIVERSITY EXAMINATION 2017/2018 ACADEMIC YEAR TWO  
FIRST SEMESTER 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: 04/12/17**

**TIME: 2.00-5.00 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) 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

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

### QUESTION THREE

- (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]

### QUESTION FOUR

- (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 FIVE

- (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 SIX

- (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]

