



## **GARISSA UNIVERSITY**

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

**SCHOOL OF BUSINESS AND ECONOMICS**

**FOR THE DEGREE OF MASTER OF BUSINESS ADMINISTRATIONS**

**COURSE CODE: MBA 803**

**COURSE TITLE: HUMAN RESOURCE MANAGEMENT**

**EXAMINATION DURATION: 3 HOURS**

**DATE: 06/04/18**

**TIME: 2.00-5.00 PM**

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### **INSTRUCTION TO CANDIDATES**

- **The examination has FIVE (5) questions**
- **Question ONE (1) is COMPULSORY**
- **Choose any other THREE (3) questions from the remaining FOUR (4) 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 any three essentials of a sound wage and salary structure. **[3 marks]**
- (b) Describe any four factors affecting wages or salary levels of employees. **[8 marks]**
- (c) Explain the four basic components of pay. **[4 marks]**

**QUESTION TWO**

- (a) “Human resource development plays a vital role in the success and growth of an organization”.  
Discuss **[8 marks]**
- (b) Describe the principles that could lead for successful implementation of HRD plans in an organization. **[7 marks]**

**QUESTION THREE**

- (a) Explain the evolution of human resource management **[6 marks]**
- (b) Highlight four managerial functions of a human resource manager in an organization. **[4 marks]**
- (c) Enumerate five ways in which human resource professionals can contribute towards making human resources into competitive advantage **[5 marks]**

**QUESTION FOUR**

- (a) Explain five source of external recruitment that the HR manager could use to source for employees. **[5 marks]**
- (b) Highlight and describe five methods of recruitment that an organization can hire to get the right employee. **[5 marks]**
- (c) Explain briefly the methods in interviewing an employee **[5 marks]**

**QUESTION FIVE**

- (a) State five objectives of human resource planning in organizations **[5 marks]**
- (b) Elucidate five factors that have increased the demand for human resourcing planning in organization. **[5 marks]**
- (c) Highlight the importance of human resource planning in an organization **[5 marks]**

