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**GARISSA UNIVERSITY**

**UNIVERSITY EXAMINATION 2019/2020 ACADEMIC YEAR TWO**

**SECOND 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: 2 HOURS**

**DATE: 18/12/2020 TIME: 09.00-11.00 AM**

**INSTRUCTION TO CANDIDATES**

* **The examination has FIVE (5) questions**
* **Question ONE (1) is COMPULSORY**
* **Choose any other TWO (2) 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)**

1. (i) Define the term human resource management **[2 marks]**

(ii) Describe five roles of a Human resource manager **[5 marks]**

1. Discuss key five objectives of Human resource management in an organization **[10 marks]**
2. Explain the four managerial functions of human resource manager in an organization **[8 marks]**
3. Highlight five ways in which Human Resource professionals can contribute towards making organizations competitive **[5 marks]**

**QUESTION TWO**

1. (i) Define strategic Human Resource management **[2 marks]**

ii) Explain three roles of Human Resource Management in strategy formulation **[8 marks]**

1. Discuss the scope of Human Resource Management **[10 marks]**

**QUESTION THREE**

1. 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]**

1. Explain three factors that have increased the demand for human resource planning in organization **[3 marks]**
2. Describe any five reasons why Human Resource Planning is important in organization

 **[10 marks]**

 **QUESTION FOUR**

1. Give two sources in which internal recruitment can acquire the required manpower for the organization. **[2 marks]**
2. Explain six advantages that comes with recruiting employees internally from the organization **[6 marks]**
3. Explain the six process of recruitment in an organization **[12 marks]**

**QUESTION FIVE**

1. Describe the four steps of attracting candidates that a Human Resource Manager should follow when recruiting **[8 marks]**
2. Explain how the following types of recruitment operates
3. Online recruitment **[3 marks]**
4. Agencies and job centers **[3 marks]**
5. Recruitment consultants **[3 marks]**
6. Executive search consultants **[3 marks]**