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**GARISSA UNIVERSITY**

**UNIVERSITY EXAMINATION 2017/2018 ACADEMIC YEAR FOUR**

**SECOND SEMESTER EXAMINATION**

**SCHOOL OF BUSINESS AND ECONOMICS**

**FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT**

**COURSE CODE: BBM 469**

**COURSE TITLE: STRATEGIC HUMAN RESOURCE MANAGEMENT**

**EXAMINATION DURATION: 3 HOURS**

**DATE: 10/08/18 TIME: 2.00-5.00 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)**

1. Distinguish the following terms **[10 marks]**
   * 1. Traditional HRM and Strategic Human Resource Management
     2. Career planning and career development
     3. Organization mission and vision
     4. Quality of work and quality of life
     5. Corporate strategy and business strategy
2. Training is crucial for organizational development and success. Discuss four basic reasons for conducting training for employees **[4 marks]**
3. Explain three types of business level strategy that may be adopted by an organization **[6 marks]**
4. Highlight the various steps involved in career planning process **[5 marks]**

**QUESTION TWO**

1. Explain career development strategy activities  **[5 marks]**
2. Describe external environment factors that influence HRM within an organization **[10 marks]**

**QUESTION THREE**

# Outline dimensions of Human Resource Management [4 marks]

1. Explain reasons for career planning **[5 marks]**
2. Discuss four key roles of HR manager in an organization **[6 marks]**

**QUESTION FOUR**

# Outline five approaches to strategic HRM [5 marks]

# Discuss any five operative functions of Human Resource Management [10 marks]

# QUESTION FIVE

1. Explain the barriers to Human Resource Planning **[5 marks]**
2. Describe the steps in Human Resource Planning  **[10 marks]**

**QUESTION SIX**

# Explain the concept of integrating business and HR Strategies [4 marks]

1. Highlight the components of strategic management **[5 marks]**

# Write short notes on the following tools; [6 marks]

* + 1. SWOT Analysis
    2. PESTEL Analysis
    3. Forecasting