



PAN AFRICA CHRISTIAN UNIVERSITY

END OF SEMESTER EXAMINATION

MAY-AUGUST 2024 TRIMESTER

CAMPUS: ROYSAMBU (ONLINE)

COURSE CODE: BUS2333/BCM205/BIT312

COURSE TITLE: HUMAN RESOURCE MANAGEMENT 1

DATE: AUGUST 2024

DURATION/ TIME: 3 HOURS

(Degree)

Instructions

- i) This exam paper contains SIX questions containing 10 marks each.
- ii) Answer Question 1 (COMPULSORY) and any other THREE questions
- iii) Read each question carefully before attempting.

QUESTION 1

Read the Case Study and answer the questions that follow

Lake company is a regional company that deals in fish exports. It has 100 employees in three countries within the East African community. Because of the constantly changing business environment, Lake company has been experiencing a high employee turnover which hampers its operations. They discovered that their employees leave the company to work for their competitors. In a bid to retain their workers, Lake company conducted a few exit interviews and discovered that their competitors are attracting their employees with a good remuneration package. To

maintain its competitive edge, the company's management has hired you to advise them on how to develop a remuneration package for its employees.

- a) Explain two factors likely to influence their choice of a remuneration package (4 Marks)
- b) Giving examples, advise the management of Lake company on three benefits that they can consider enhancing the package (6 Marks)

QUESTION 2

- a) Many organizations are increasingly implementing performance management systems. Identify three aims of implementing this system. (6 Marks)
- b) As a new HR assistant at ABC ltd, you have noted that a cross-section of the workers in the organization needed training. Describe two disadvantages of off the job training method. (4 Marks)

QUESTION 3

- a) Explain any two types of job interviews that may be conducted in an organization. (4 Marks)
- b) Describe three internal factors affecting HR planning in an organization (6 Marks)

QUESTION 4

- a) Identify three types of information collected during a job analysis. (6 Marks)
- b) Analyze two methods of data collection used in conducting a job analysis (4 Marks)

QUESTION 5

- a) In reference to training and development, define the following terms:
 - i. Training (2 Marks)
 - ii. Education (2 Marks)
 - iii. Development (2 Marks)
- b) Identify two contents of a job description (4 Marks)

QUESTION 6

- a) Human resource management and personnel management are not one and the same discipline. Using examples, identify two differences in the two disciplines. (4 Marks)
- b) Illustrate three benefits an organization stands to gain by analyzing its jobs (6 Marks)