

HUMAN RESOURCE MANAGEMENT II

PAN AFRICA CHRISTIAN UNIVERSITY

DSM 110: HUMAN RESOURCE MANAGEMENT II ONLINE EXAMS

DATE: AUGUST 2020

TIME:

ANSWER QUESTION ONE AND ANY OTHER THREE

QUESTION 1 **COMPULSORY** **(10 MARKS)**

- (a) Highlight **FOUR** elements of the process of Human Resource Management. **(4 Marks)**
- (b) Explain **THREE** strategic roles of Human Resource Management. **(6 Marks)**

QUESTION 2 **(10 MARKS)**

- (a) Highlight the nature of Human Resource Management. **(4 Marks)**
- (b) Discuss **THREE** operative functions of Human Resource Management. **(6 Marks)**

QUESTION 3 **(10 MARKS)**

- (a) AXEX Enterprise subjected their employees to a performance appraisal. Outline **FOUR** disadvantages of this process. **(4 Marks)**
- (b) Discuss **THREE** features of Strategic Human Resource Management. **(6 Marks)**

QUESTION 4 **(10 MARKS)**

- (a) When screening candidates, an organization should consider a number of attributes. Highlight any **FOUR** of these attributes. **(4 Marks)**
- (b) Discuss the following Human Resource Management policies:
- (i) Employment Policies; **(2 Marks)**
 - (ii) Transfer Policies; **(2 Marks)**
 - (iii) Training and Development Policies. **(2 Marks)**

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QUESTION 5 **(10 MARKS)**

(a) Outline **FOUR** strategies that an organization could use to improve its effectiveness in service delivery. **(4 Marks)**

(b) Discuss **THREE** approaches to job design in an organization. **(6 Marks)**

QUESTION 6 **(10 MARKS)**

(a) MAXTEL Limited is one of the organizations that has a bureaucratic structure. Outline **FOUR** advantages of this type of a structure to an organization. **(4 Marks)**

(b) Discuss the challenges of Human Resource Management under the following broad groups:

(i) Organizational Level; **(3 Marks)**

(ii) Department Level. **(3 Marks)**

End of Exam