



PAN AFRICA CHRISTIAN UNIVERSITY

**END OF SEMESTER EXAMINATION FOR THE DEGREE OF
MASTER OF BUSINESS ADMINISTRATION**

MAY-AUGUST

CAMPUS: ROYSAMBU-ON-LINE

DEPARTMENT: BUSINESS STUDIES

COURSE CODE: MBA 502

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

EXAM DATE: AUGUST 2022

TIME: 5.30PM- 8.30PM

INSTRUCTIONS

- Read all questions carefully before attempting.
- Answer question 1 and any other three questions.

SECTION A: Question One (Compulsory)

The Covid-19 pandemic effect on Human Resource Management cannot be underrated. Businesses all over the world have had to become creative and innovative as some of the strategies ways of mitigating the adverse effects of the pandemic. Business closures, mergers and acquisitions took center stage as international travel for business trips was came to a standstill. The traditional HRM functions have had to be reviewed to reflect the changes that firms have been forced to adopt in order to remain in business. These adaptations are likely to continue for a while as the effects of the ongoing Covid-19 pandemic continue persisting two years since the first cases was reported in March 2020.

- a) Explain **four** key HRM function adaptations to the Covid-19 pandemic that firms have embraced all over the world (4 marks)
- b) . Discuss **three** causes of the slow pace of HRM development in India (6 marks)

c)

SECTION B: Answer any three Questions

Question Two

- a) Employee retention begins with a proper recruitment process. Outline **four** factors that influence the recruitment process in organizations giving relevant examples (4 marks)
- b) Discuss **three** key staff onboarding practices which enhance organizational performance (6 marks)

Question Three

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- a) Define job analysis by highlighting its **four** key components (4 marks)
 - b) Critically examine **three** common job analysis procedures used in organizations today (6 marks)
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Question Four

- a) Briefly explain the role of Human Resource planning to an organization citing relevant examples (4 marks)
- b) Assess the impact of training and development of employees in an organization (6marks)

Question Five

- a) Explain briefly **four** factors influencing global Human Resources Management (4 marks)
- a) Critically examine the key role played by Human Resource Information System in organizations (6 marks)

Question Six

- a) Outline **four** key contributions of Employee appraisal to firm performance (4 marks)
- b) Discuss the critical role played by knowledge management in the performance of global companies (6 marks)

THE END