

Strategic Human Resource Management

PAN AFRICA CHRISTIAN UNIVERSITY

**BUH4123| CHR402: STRATEGIC HUMAN RESOURCE MANAGEMENT
ONLINE EXAM**

DATE:

TIME:

ANSWER QUESTION ONE AND ANY OTHER THREE

QUESTION 1 (COMPULSORY) (10 MARKS)

- (a) Explain **FOUR** components of Strategic Human Resource Management. **(4 Marks)**
- (b) Discuss **THREE** factors that a manager should consider when forecasting the supply of personnel. **(6 Marks)**

QUESTION 2 (10 MARKS)

- (a) Explain **FOUR** techniques of Strategic Evaluation and Control. **(4 Marks)**
- (b) Discuss **THREE** trends that are currently affecting the internal and external environment of an organization from a human resource perspective. **(6 Marks)**

QUESTION 3 (10 MARKS)

- (a) Discuss, with relevant examples, **TWO** approaches that a human resource consultant can use in the development of knowledge management strategies. **(4 Marks)**
- (b) As a human resource practitioner tasked with forecasting for personnel, advise the management on **THREE** factors that should be considered when forecasting the demand for personnel in the organization. **(6 Marks)**

Strategic Human Resource Management

QUESTION 4

(10 MARKS)

(a) Citing relevant examples, explain **TWO** perspectives of Strategic Human Resource Management. **(4 Marks)**

(b) You have been tasked by AXT Limited to develop Human Resource strategies to support the organization's future needs. Describe **THREE** of such strategies. **(6 Marks)**

QUESTION 5

(10 MARKS)

(a) Organizations can achieve a sustainable competitive advantage through people if a number of conditions are met. Explain **TWO** of such conditions. **(4 Marks)**

(b) As organizations change over time, their human resources department must also change to keep employees happy and productive. With regards to this statement, discuss **THREE** Human Resource strategic issues. **(6 Marks)**

QUESTION 6

(10 MARKS)

(a) Explain **FOUR** components of the Human Resource system which are generally audited. **(4 Marks)**

(b) Lucy did a presentation on the "*Principles of Strategic Human Resource Management*". Discuss any **SIX** of the principles that she took the participants through.

(6 Marks)

End of Exam