



PAN AFRICA CHRISTIAN UNIVERSITY
BACHELORS OF BUSINESS LEADERSHIP
END TERM EXAMINATION-ONLINE

DEPARTMENT: BUSINESS

COURSE CODE: BUH3113|CHR301 HUMAN RESOURCE MANAGEMENT 11

ANSWER FOUR QUESTIONS ONLY {10 MARKS EACH}

SECTION A

QUESTION ONE { COMPULSORY} {10 MARKS}

- a) Explain **Two** functions of management (2mks)
- b) Briefly discuss **Two** aspects affecting Strategic Human Resource Management in Organizations (4mks)
- c) You are required to prepare a presentation on **Two** main roles of Human Resource management. Discuss your presentation (4mks)

SECTION B: ANSWER THREE QUESTIONS ONLY {10 MARKS EACH}

QUESTION TWO 10 MARKS

- a) Describe **Two** different types of Human resources management policies you would have in your organization (2mks)
- b) You have been called for an interview for a position in the Human Resource department in Uzima company. You have been asked to give a presentation on **two** attributes you would consider when screening candidates for the Human Resource department. Explain your answer (4mks)
- c) Discuss **Four** purposes of Performance Appraisal (4mks)

QUESTION THREE 10MARKS

a) Describe **Four** advantages of Matrix type of structure in an organization (4mks)

b) One of the factors affecting job design in an organization are organizational factors.
Describe **Three** of these factors showing how they affect job design
(6mks) .

QUESTION FOUR 10

MARKS

a) Explain **Four** different ways of making an organizations more effective in its operations
(4mks)

b) You are required to prepare a presentation on **Three** emerging challenges faced by Human
Resource professionals in Kenya today. Explain your presentation (6mks).

QUESTION FIVE 10

MARKS

a) Discuss **Two** different levels at which Organizational Learning can occur (2mks)

b) Describe **Two** different groups of people involved in improving organizational effectiveness
(4mks)

c) Other than Telecommuting explain **Two** other current issues in job design (4mks).

QUESTION SIX 10 MARKS

a) Discuss **Four** disadvantages of Bureaucratic structures (4mks)

- b) Jonah your friend plans to set up a performance appraisal system in his organization. He has approached you to advise him on the requirements of an effective Performance Appraisal system.

Required; Explain your response to him

(6mks)