



PAN AFRICA CHRISTIAN UNIVERSITY

SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

**END-OF-SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF ARTS
IN COMMUNITY DEVELOPMENT**

MAY-AUGUST 2025 TRIMESTER

CAMPUS: ROYSAMBU

COURSE CODE: CDC 412

COURSE TITLE: HR IN COMMUNITY DEVELOPMENT

EXAM DATE:

DURATION: 3 HOURS

TIME:

INSTRUCTIONS

- **Read the instructions and questions carefully before you write the answers.**
- **Answer any TWO questions**
- ***ALL PAC University's examination rules and regulations apply***

Question One (20 Marks)

Performance Management works to align the goals of each employee with those of the organization;

- a) As the HR manager, explain to the finance Manager in your organization, five areas he should cover during the Progress Check-In interview with his team. (10 Marks)
- b) Examine any five benefits the Kenya Red Cross as a humanitarian organization may get from conducting performance management to its field officers. (10 Marks)

Question Two (20 Marks)

- a) Using relevant examples, discuss five common challenges faced by a Human Resource Departments of any given organization. (10 Marks)
- b) Using relevant examples, explore five possible factors that could initiate structural changes of an NGO operating in Kenya in 2025. (10 Marks)

Question Three (20 Marks)

- a) Discuss five reasons why you as the HR manager should develop a good incentive plan for your organization staff members. (10 Marks)
- b) Recommend to the HR department, five areas it needs to focus on when drafting procedures that maintain Health and Safety standards for its employees and walk in clients. (10 Marks)