



PAN AFRICA CHRISTIAN UNIVERSITY

SCHOOL OF LEADERSHIP, BUSINESS AND TECHNOLOGY

END OF SEMESTER EXAMINATION FOR THE

BACHELOR OF BUSINESS LEADERSHIP

BACHELOR OF COMMERCE

SEPTEMBER - DECEMBER 2019

CAMPUS: ROYSAMBU

DEPARTMENT: BUSINESS

COURSE CODE: CHR402 | BUH4123

COURSE TITLE: STRATEGIC HUMAN RESOURCE MANAGEMENT

EXAM DATE: MONDAY 9TH DECEMBER, 2019

DURATION: 3 HOURS

TIME: 5:30PM-8:30PM

MODE: ONLINE

INSTRUCTIONS

- Read the instructions and questions carefully before you write the answers.
- *Answer any FOUR questions out of the SIX Provided*

QUESTION ONE

- a) Define Human Capital (2 Marks)
- b) Differentiate between strategic human resource management and traditional human resource management. (4 marks)
- c) Explain the linkage between human resource strategy and business strategy. (4 marks)

QUESTION TWO

- a) Outline any two barriers to the implementation of human resource strategies. (2 marks)
- b) Discuss the four main hierarchies of strategy. (8 marks)

QUESTION THREE

- a) State the four issues that have to be addressed when formulating human resource strategies. (4 marks)
- b) “Because they are the most variable, and the least easy to understand and control of all management resources, effective utilization of human resources is likely to give organizations a significant competitive advantage.” Discuss the above statement. (6 marks)

QUESTION FOUR

- a) Highlight any five human resource practices that are commonly adopted by successful companies. (5 marks)
- b) In towns where there is a large university student population, many employers have found a readily available market of young people anxious to pay their college tuition fees and supplement grants through working. State five advantages of this source of labour. (5 marks)

QUESTION FIVE

- a) State any two components of employee resourcing strategy. (2 marks)
- b) Discuss any four issues that are facing employers today in relation to the external labour market. (8 marks)

QUESTION SIX

- a) Differentiate between training and development. (2 marks)
- b) Business ethics is only an interesting marketing ploy designed to encourage the consumer to think that the organization is better than its competitors. Discuss. (8 marks)

