



**PAN AFRICAN CHRISTIAN UNIVERSITY
UNIVERSITY EXAMINATIONS 2022/2023
THIRD TRIMESTER EXAMINATION
FOR THE DEGREE OF BACHELOR OF ARTS IN COMMUNITY DEVELOPMENT
CDC 413: CDC 412: Human Resource Management for Community Development**

Instructions: Answer any **TWO QUESTIONS**.-Each question is **20 marks**.

Question One

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

- a) Explain any five areas that should be covered during the Progress Check-In between the line manager and the employee. (10 Marks)
- b) Examine any five benefits that an organization gains by conducting performance management for its employees. (10 Marks)

Question Two

- a) Explore six reasons why you as the HR manager should develop an incentive plan for the people working for your organization, both full time and volunteer employees. (12 Marks)
- b) Discuss any four measures an organization can put in place in order to maintain a healthy and safe working environment for its employees. (8 Marks)

Question Three

One key element needed to manage change effectively during organizational change is the ability to provide a support structure to employees in order to help them adjust well for the incoming change.

- a) Explore four things you as the HR manager can advise the management to do in order to help employees adjust well to the changes. (8 Marks)
- b) Discuss six major challenges faced by Human Resource Managers in any organization. (12 Marks)