



**PAN AFRICA CHRISTIAN UNIVERSITY**

**END OF SEMESTER EXAMINATION FOR THE DEGREE OF  
BACHELOR OF BUSINESS LEADERSHIP**

**SEPTEMBER-DECEMBER**

**CAMPUS: ROYSAMBU-DAY**

**DEPARTMENT: BUSINESS STUDIES**

**COURSE CODE: CHR 301/BUH 3113**

**COURSE TITLE: HUMAN RESOURCE MANAGEMENT II**

**EXAM DATE: DECEMBER 2020**

**TIME: 11.00 AM- 2.30PM**

**INSTRUCTIONS**

- Read all questions carefully before attempting.
- Answer question 1 and any other three questions.

### **SECTION A: Question One (Compulsory)**

- a) Explain the two major functions of Human Resource Management using relevant examples (4 marks)
- b) Describe the key steps in the implementation of a Human Resource Management strategy in a given organization (6marks)

### **SECTION B: Answer any three Questions**

#### **Question Two**

- a) Developing a fair and competitive pay structure is one major aspect in attracting and retaining talent. Describe the process of building a market-based pay structure in a newly established firm (4 marks)
- b) Discuss three causes of high employee turnover in organizations and suggest possible remedies (6 marks)

#### **Question Three**

- a) Identify four characteristics of an effective performance evaluation process (4 marks)
- b) Describe the steps followed in conducting a performance evaluation program in organizations (6 marks)

#### **Question Four**

- a) Describe four types of organizational structure giving relevant examples(4 marks)
- b) Distinguish centralized from decentralized management approach in relation to organizational effectiveness (6 marks)

#### **Question Five**

- a) Identify key factors which influence job design giving relevant examples (4 marks)
- b) Explain the demerits of overspecialization at the work place (6 marks)

**Question Six**

- a) Outline four emerging issues in Human Resource Management calling for adjustment in the management of human capital in organizations (4 marks)
  
- b) Discuss three challenges facing HRM as a profession in the 21<sup>st</sup> century (6 marks)

**THE END**