



CDC 412: Human Resource Management for Community Development

May to August 2021

Instructions: Answer any two questions (40 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 employees and volunteers (12 Marks)
- b) Explain four measures that an organization needs to put in place in order to maintain Health and Safety for its employees or customers who visit its premises (8 Marks)

Question Three

Safaricom recently announced an organization change with an aim of improving productivity to maximize profits that will significantly impact its entire organization

- a) Discuss six steps the top leadership of an organization such as Safaricom can follow in order to manage the change effectively (12 Marks)
- b) Explain four common challenges that are faced by a Human Resource Department of any given organization (8 Marks)