



PAN AFRICA CHRISTIAN UNIVERSITY

END OF SEMESTER EXAMINATION FOR DIPLOMA IN SUPPLIES

MANAGEMENT

MAY- AUGUST 2024 TRIMESTER

CAMPUS: ROYSAMBU

DEPARTMENT: BUSINESS

COURSE CODE DSM 205 DLM 110

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

Instructions

- i) This exam paper contains SIX questions containing 10 marks each.**
 - ii) Answer Question 1 (COMPULSORY) and any other THREE questions**
 - iii) Read each question carefully before attempting.**
-

Question 1

- a) Define Human Resource Management (2 Marks)
- b) Explain four differences between Personnel Management and Human Resource Management. (8 Marks)

Question 2

- a) Explain the following methods of recruitment
 - i. Direct methods (2 Marks)
 - ii. Indirect methods (2 Marks)
- b) Discuss three disadvantages of internal sources of recruitment. (6 marks)

Question 3

- a) Define the following terms as used in Human Resource Management
 - i) Job description (2 Marks)
 - ii) Job specification (2 Marks)
- b) Using examples, identify three purposes of performance appraisal (6 Marks)

Question 4

- a) Explain three types of tests used in the selection process (6 Marks)
- b) Identify two types of fringe benefits that an organization can have (4 Marks)

Question 5

- a) Explain any two types of job interviews that may be conducted in an organization. (4 Marks)
- b) Describe three external factors affecting HR planning in an organization (6 Marks)

Question 6

- a) Explain three objectives of training and development in Human Resource Management (6 Marks)
- b) Using examples, identify two benefits of career management to an organization (4 Marks)