



PAN AFRICA CHRISTIAN UNIVERSITY

SCHOOL OF LEADERSHIP, BUSINESS AND TECHNOLOGY

MAY-AUGUST 2021 SEMESTER EXAM

CAMPUS: ONLINE

DEPARTMENT: BUSINESS

COURSE CODE: HR401 | BUH3113

COURSE TITLE: HUMAN RESOURCE MANAGEMENT II

DATE: FRIDAY 6TH AUGUST

DURATION: 3 HOURS

TIME: 8:00AM-11.00AM

INSTRUCTIONS

- Read the instructions and questions carefully before you write the answers.
- ALL PAC University's examination rules and regulations apply
- This exam has **SIX** questions. Answer Question **ONE (COMPULSORY)** and any other **THREE** questions.
- All questions carry equal marks.

- Q1** (a) Explain two human resource management theories (4 marks)
- (b) Discuss three human resource management goals (6 marks)
- Q2** (a) Using an example, distinguish between the terms “philosophy” and “policy” as used in human resource management (4 marks)
- (b) Explain three functions of human resource management (6 marks)
- Q3** (a) Explain two requirements to put in place for effective employee relations management (4 marks)
- (b) Explain three tools for personnel management (6 marks)
- Q4** (a) Explain two purposes of a performance management system (4 marks)
- (b) Describe three elements of performance management (6 marks)
- Q5** (a) Distinguish between employee commitment and employee engagement (4 marks)
- (b) Using an example in each case, discuss two theories in employee motivation (6 marks)
- Q6** Discuss five policies included in a typical human resource policy manual (10 marks)