



PAN AFRICA CHRISTIAN UNIVERSITY

PhD IN ORGANIZATIONAL LEADERSHIP

END OF SEMESTER EXAMINATION

DEC 2021

DEPARTMENT
LEADERSHIP

COURSE CODE
POLB 800

COURSE TITLE
HUMAN RESOURCE DEVELOPMENT

(ONLINE)

INSTRUCTIONS

- Read all questions carefully.
- ANSWER **Question ONE** and **one** question from **section B(20 Marks)**

SECTION A (Compulsory)

1.The East Africa Community Secretariat has asked you to give a speech to a key Federation of Employers Meeting on the key structures, systems and mechanisms of ensuring stability in the work place in post Covid 19 era. Articulate the role of HR in leading and managing internal strategic change. **(10 Marks)**

SECTION B (Answer ANY TWO questions from this section)

2. Over the last few years, there has been laying off of workers in many organizations across the world due to social, and economic factors. Discuss the ethical issues in Human Resource that employers have had to contend with in effecting these retrenchments. **(5 Marks)**

3. One of the serious negative implications of the emphasis on productivity of employees is the cut-throat competition in the work-place and the reluctance to team-play since every employee is concerned about meeting their own targets. Demonstrate the role of HR in achieving performance management as an organizational strategic objective. **(5 Marks)**

4. To ensure growth and development of both the employee and the organization, a number of approaches and strategies are vital depending on the issues to be dealt with. Discuss key considerations that inform training, career and succession planning. **(5 Marks)**

5. The present social environment due to great losses occasioned by the adverse effects of Covid 19 have led to suicides and other acts of aggression especially in the most demanding careers like the disciplined forces. Discuss the appropriate employee motivation and engagement approaches that can be used to ensure a considerable reduction of this worrying trend. **(5 Marks)**