



PAN AFRICA CHRISTIAN UNIVERSITY
BACHELORS OF BUSINESS LEADERSHIP
END TERM EXAMINATION

DEPARTMENT: BUSINESS

COURSE CODE: BUH 4123|CHR402

COURSE TITLE: HUMAN RESOURCE MANAGEMENT STRATEGY-ONLINE

Time: 3 HRS

Instructions

- Read all questions carefully before attempting.*
- Answer FOUR questions out of the SIX Provided*
- Question ONE is Compulsory*

QUESTION ONE COMPLUSORY {10MKS }

1). Which is the odd one out according to the BCG model business portfolio

- A. Dog, Stars, Cow and Question marks
- B. Stars, Dogs, Problem child, and Cow
- C. Cow, Dog, Question marks and Stars
- D. None of the above

2). Which of the following statement is highly relevant to Strategic Human Resource management

- A. High centralization, high formalization, low flexibility
- B. Convergence between HRM and organization strategy, proactive, concerned with organization effectiveness.
- C. Cross functional teams, decentralization, low formalization flexible
- D. all of the above

3) One of the following is NOT a major element of the strategic management process?

- A. Formulating strategy
- B. Evaluating strategy
- C. Assigning administrative tasks
- D. Implementing strategy

3) One of the following is NOT a key element of the Strategic management process?

- A. Strategy Formulation
- B. Strategy Execution
- C. Assigning administrative tasks
- D. Monitoring and evaluation of Strategy

4). According to VRIO framework what does not R-stand for

- A. Relativeness
- B. Rareness
- C. Rear
- D. None of the above

b) Giving an example in each case, explain **Three** functional level strategies you would have in your organization **(6mks)**

SECTION B ANSWER THREE QUESTIONS ONLY 10 MARKS EACH

QUESTION TWO 10 MARKS

a) Discuss **Four** human resource strategies which you would employ to meet your overall organizational strategies in regard to its future needs **(4mks)**

b) Explain the significance of strategic human resource management to an organization

(6mks)

QUESTION THREE 10 MARKS

- a) Describe **Four** components of people resourcing strategy in an organization **(4mks)**
- b) You have been asked to explain **Three** factors you would consider when developing a Human Resource plan for your organization. Give your answer **(6mks)**

QUESTION FOUR

10 MARKS

- a) XYZ Company has decided to use the Vertical Alignment model as one of its Human Resource Strategy. However, it has been facing challenges in achieving good vertical fit. Discuss **Four** of these challenges **(4mks)**
- b) Citing examples, explain **Three** areas a Strategic Human Resource Manager should look into when developing an ethical behaviour strategy for an organization **(6mks)**

QUESTION FIVE

10 MARKS

- a) You have just been hired for a position you were interviewed for in an organization you've always desired to work for. Discuss **Four** expectations you have as an employee in your dream company **(4mks).**
- b) Explain the importance of employee commitment in an organization **(6mks)**

QUESTION SIX

10 MARKS

- a) Giving an example in each case, discuss **Four** benefits of a successful Strategic human Resource planning **(4mks)**
- b) Explain **Three** ethical principles in strategic human resource management **(6mks).**

END OF EXAM