



PAC EXAM DECEMBER 22

Department of community development

CDC 412: Human Resource for Community Development

Instructions:

Answer any two questions (40 Marks)

Question One (20 Marks)

Performance Management works to align the goals of each employee with those of the organization;

- a) Using relevant examples, discuss five benefits an organization gains by conducting performance management to its employees (10 Marks)
- b) Explain two areas that should be covered during a progress-in session between the line manager and the employee at a performance management meeting (4 marks)
- c) Using an appropriate example, explain any three areas of focus for a Human Resource Department in an organization (6 marks)

Question Two (20 marks)

- a) Explore four reasons why it is important for you as the Human Resource manager to develop an incentive plan for your employees (8 Marks)
- b) Using relevant examples, examine four measures an organization can put in place to maintain health and safety for its employees (8 Marks)

- c) Using a relevant example, give two grounds that may justify a staff termination
(4 Marks)

Question Three (20 Marks)

- a) Effective change management happens when employees are guided to a smooth transition; Using a relevant example, explain how the following can help an organization navigate through organizational change;
- I. Provide effective training to staff
 - II. Clearly define the change and align it to business goals.
- (8 marks)
- b) Explain four common challenges that are likely to be faced by Human Resource Departments in various organizations
(8 Marks)
- c) Basing your answer to the holy scripture, give two attitudes a believer should have towards work
(4 Marks)

