



KIBABII UNIVERSITY COLLEGE (KIBUCO)

MAIN CAMPUS

**UNIVERSITY EXAMINATIONS
2014 /2015 ACADEMIC YEAR**

THIRD YEAR FIRST SEMESTER EXAMINATIONS

MAIN EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCH 454 E

COURSE TITLE: GLOBAL HUMAN RESOURCE MANAGEMENT

DATE: 21st January 2015

TIME: 2.00-4.00 P.M

INSTRUCTIONS TO CANDIDATES:

Answer Question ONE and any other Two Questions

TIME: 2 Hours

SECTION A

- 1 a) Explain how personal qualities of a Human Resources Manager may contribute to the effectiveness of an organization generating in a competitive environment (5 marks)
- b) The challenge that is currently facing business enterprise in the world is the integration of countries into regional economic blocks, what would be the implication of such integration to human resource management (5 marks)
- c) Human Resource Planning is important in an organization discuss the purpose and importance of HRP in the organization. (10 marks)
- d) Retrenchment is a major challenge facing the Human Resource Manager in the modern organization? As a Human Resource Manager Explain the measures which should be taken to minimize the occurrence of such a practice in an organization (5 marks)

SECTION B

- 1 a) Explain the behavioural indicators used in the evolution of the Human Resource functions. (10 marks)
- b) One of the emerging trends in business is globalization.

Explain the specific competencies which international Human Resource Manager serving in a Global environment should possess. (5 marks)

- 2 a) What are the problems that may be experienced by an organization which adopts a decentralization policy? (5 marks)
- b (i) Explain the concepts of corporate culture? (4 marks)
- (ii) Outline the factors that may determine the corporate culture of an organization (6 marks)
- 3 a) Many organizations in Kenya particularly those that are government funded are faced with overstaffing. Explain the various alternative course of action that can be taken to solve this problem. (10 marks)
- b) Discuss and contrast advantages of corporate social responsibility among firms. (5 marks)
- 4 a) What are some of the hindrances that occur during implementation of strategies in terms of culture, change management, leadership and organizational structures. (5 marks)
- b (i) Briefly discuss the seven C's of international Human resource Management (7 marks)
- (ii) Name three types of Authorities in management principles (3 marks)