



**KIBABII UNIVERSITY COLLEGE**

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*Knowledge for Development*

**DEPARTMENT OF BUSINESS MANAGEMENT & ECONOMICS**

**2<sup>ND</sup> YEAR, 1<sup>ST</sup> SEMESTER 2013/2014 ACADEMIC YEAR**

**COURSE CODE: BCH 203**

**COURSE TITLE: HUMAN RESOURCE MANAGEMENT**

**DATE: 18<sup>th</sup> August, 2014**

**TIME: 9.00 a.m. – 12 noon**

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**INSTRUCTIONS**

- Answer question one (1) and any other three (3) questions

**QUESTION 1**

- a) All decisions that affect the workforce of the organization concern the HRM function.  
Define the following terminologies
- i) Human Resource Management (2 Marks)
  - ii) Recruitment (2 Marks)
  - iii) Selection (2 Marks)
  - iv) Job Analysis (2 Marks)
  - v) Labour Relations (2 Marks)
- b) Elaborately state and discuss the major trends that are affecting Human Resource Management in organizations today. (15 Marks)

## **QUESTION 2**

HRM is a series of integrated decisions that form the employment relationships; their quality contributes to the ability of the organizations and the employees to achieve their objectives. Discuss the core elements of Human Resource Management. (15 Marks)

## **QUESTION 3**

Staffing is a management function. Explain its impact on an organization of your choice. (15 Marks)

## **QUESTION 4**

Mumias Sugar Company Limited has requested you to give a talk on labour relations. State and explain the importance of good labour relations in an organization. (15 Marks)

## **QUESTION 5**

For an organization to be effective, training must be carried out. Discuss the steps involved in conducting a training exercise. (15 Marks)