



MUEO

MOI UNIVERSITY

OFFICE OF THE DEPUTY VICE CHANCELLOR, ACADEMIC AFFAIRS, RESEARCH &
EXTENSION

MOI UNIVERSITY EXAMINATIONS

2021/2022 ACADEMIC YEAR

FIRST YEAR SPECIALS/SUPPLEMENTARY EXAMINATIONS

FOR THE DEGREE OF EXECUTIVE MASTER OF BUSINESS ADMINISTRATION

COURSE CODE: MBA 803

COURSE TITLE: HUMAN RESOURCE MANAGER

DATE:

25TH JULY 2022

TIME: 9AM – 12 NOON

INSTRUCTIONS TO CANDIDATES

- **QUESTION ONE IS COMPULSORY**
- **SELECT TWO OTHER QUESTIONS**

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QUESTION ONE

EVERY BUSINESS NEEDS PARTNER

The value of strategic partnerships has never been higher. Accelerating disruption and competition, rapidly changing consumer preferences and behavior, and an environment that rewards innovation and speed mean any one company rarely has the resources and know-how to succeed by doing it alone. But even companies with existing partnerships rarely possess the ability to maximize their value, and as those partnerships evolve into ecosystems of connected firms, the skills required to manage them become even more complex and rare.

REQUIRED

- I. Explain the inherent challenges Human Resource Managers have to grapple with as organizations engage in partnerships. (10 marks)
- II. ~~Evaluate ways in which organizations can enhance innovation and speed among its employees (10 marks)~~

QUESTION TWO

- I. Analyze the dynamics of the labour market in Kenya and how they affect selection and hiring process. (10 marks)
- II. Evaluate the need for analysis (10 marks)

QUESTION THREE

- I. Explain the Role of Human Resource Management in Talent sourcing and organizational success. (20 marks)

QUESTION FOUR

- I. Describe ways in which organizations can align a diverse team to organizational productivity. (10 marks)
- II. Briefly highlight the consideration that need to be undertake when designing a training program. (10 marks)

QUESTION FIVE

- I. Good strategy is about making tough choices, and this becomes even more important during these current challenging economic times. Using a company of your choice that recently undertook this strategy, explain some of the tough choices it undertook. (20 marks)

QUESTION SIX

- I. Human Resource Management departments can enhance the ability to assess the strategic impact of competitors move and learn how to maintain competitive advantage. Support this assertion. (20 marks)

