



MUEO

MOI UNIVERSITY

OFFICE OF THE DEPUTY VICE CHANCELLOR
(ACADEMICS, RESEARCH, EXTENSION & STUDENT AFFAIRS)

UNIVERSITY EXAMINATIONS

2022/2023 ACADEMIC YEAR

SECOND YEAR EXAMINATION

FOR THE DEGREE OF

BACHELOR

OF

BUSINESS MANAGEMENT

COURSE CODE: BBM 214

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE: TUESDAY-15TH AUGUST, 2023 **TIME: 9.00AM- 12.00 NOON**

INSTRUCTION TO CANDIDATES

- SEE INSIDE.

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BBM 214: HUMAN RESOURCE MANAGEMENT

INSTRUCTIONS: ANSWER QUESTION ONE AND ANY OTHER THREE QUESTIONS

QUESTION ONE

- a. Explain five key objectives of having a Human Resource Management Department in an organization. (10 marks)
- b. Select two Human Resource Theories and describe how they contribute to the Management of Human Resource in organizations (15 marks)

QUESTION TWO

Describe the factors that organizations should consider in developing an appropriate employee Reward programme. (15 marks)

QUESTION THREE

- a. Examine the relevance of appraisal to an organization. (8 marks)
- b. Outline the significance of a Human Resource Audit. (7 marks)

QUESTION FOUR

- a. Write a job description and job specification for a Human Resource Director, clearly outline the key components. (10 marks)
- b. Highlight the role of the 360 Degree Feedback concept. (5 marks)

QUESTION FIVE

As a Human Resource Director, explain the strategies you will use to create employee engagement and productivity. (15 marks)

QUESTION SIX

Employee Health and Safety is much the responsibility of an employer just as it is of an employee. Discuss (15 marks)