



MUEO

MOI UNIVERSITY

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

MOI UNIVERSITY EXAMINATIONS

2022/2023 ACADEMIC YEAR

SPECIAL/SUPPLEMENTARY EXAMINATIONS

FOR THE DEGREE OF EXECUTIVE MASTER OF BUSINESS ADMINISTRATION

COURSE CODE: MBA 803

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE: 13TH NOVEMBER 2023

TIME: 2PM – 5PM

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE AND ANY OTHER TWO

THIS PAPER CONSISTS OF (2) PRINTED PAGES INCLUDING COVER PAGE PLEASE

TURN OVER

QUESTION ONE

- a) Relate how process reengineering is used to review and redesign Human Resource Management practices. (10 mks)
- b) Evaluate ways in which the Human Resource function can define its mission and market in organisation. (10 mks)

QUESTION TWO

Critically evaluate the contribution of any two Human Resource theories in the Management of a known contemporary organization. (20 mks)

QUESTION THREE

- a) Examine the competencies the Human Resource executive needs to become a strategic partner in an organization (10 mks)
- b) Explain the importance of the interdisciplinary nature of Human Resource Management (10 mks)

QUESTION FOUR

Assess ways in which outsourcing of Human Resource Management activities can improve service delivery efficiency and effectiveness. (20 mks)

QUESTION FIVE

Several new and emerging technologies can help improve the effectiveness of the Human Resource improve the effectiveness of the Human Resource function. Explain the effect of five such Technologies (20 mks)

QUESTION SIX

- a) Discuss why Corporate Governance and Leadership issues affect the Human Resource Management function in organizations (10 mks)
- b) Describe the importance of Emotional Intelligence and social intelligence to Human Resource today. (10mks)

