



**Riara School of Business**  
*Nurturing business innovators*

**SEPTEMBER – DECEMBER TRIMESTER, 2015**  
**EXAMINATION FOR BACHELOR OF BUSINESS ADMINISTRATION**

**EVENING PROGRAMME**

**BBA 201: PRINCIPLES OF HUMAN RESOURCE MANAGEMENT**

**DATE: DECEMBER 2015**

**TIME: 2 HOURS**

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**INSTRUCTIONS**

- i) Answer question one and any other two**
  - ii) Marks allocated to each question are shown at the end of the question**
  - iii) Arrange your work neatly and indicate the questions answered in the Examination booklet**
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**QUESTION ONE (COMPULSORY - 30 MARKS)**

- a) Global staffing is a key aspect of the evolving global management of Human Resources. Discuss the various approaches to Global staffing **(8 Marks)**
- b) Training and development is a critical function in every organization, briefly discuss the various factors to consider in selecting a Training & Development program **(10 Marks)**
- c) Discuss the steps in the employee selection process **(12 Marks)**

**QUESTION TWO**

- a) While determining the compensation of an individual, the Human Resource Manager considers various factors. Briefly discuss these factors **(8 Marks)**

b) The external Human Resources environment consists of those factors that affect a firm's human resources from outside the organization's boundaries. Explain these factors outlining their impact on the management of human resources **(12 Marks)**

### **QUESTION THREE**

a) The Human Resources function is evolving. What trends will most significantly impact the HR function in the future **(10 Marks)**

b) Trade unions have been on the rise in Kenya and the most prominent have been the teachers union, doctors' union and nurses union. What has been the impact of unions to the various functions of the Human Resources Management? **(10 Marks)**

### **QUESTION FOUR**

a) You are the Human Resource Manager of Chipmunks Inc and in the process of human resource forecasting you foresee a shortage of employees in the ICT department. Discuss the remedies that you would employ to deal with employee shortage **(8 Marks)**

b) In order to have fair and equitable disciplinary practices, then the discipline problem should be analyzed. Discuss four contingency factors that ought to be considered while deciding on the discipline measures to take **(8 Marks)**

c) Firms have been spending increasing amounts on Health and Safety. What are some of the benefits of a safe and healthy workforce **(4 Marks)**