



Riara School of Business
Nurturing business innovators

JANUARY – APRIL 2016 TRIMESTER
EXAMINATION FOR BACHELOR OF BUSINESS ADMINISTRATION &
BACHELOR OF BUSINESS INFORMATION TECHNOLOGY

DAY PROGRAMME

BBA 201: PRINCIPLES OF HUMAN RESOURCE MANAGEMENT

DATE: APRIL 2016

TIME: 2 HOURS

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) Contrast traditional human resource management with strategic human resource management **(10 marks)**
- b) Illustrate a model of strategic human resource management clearly showing its various components. **(10 marks)**
- c) Explain the Five P's model of Strategic Human Resource Management. **(10 marks)**

QUESTION TWO

- a) With reference to specific laws, explain what a human resource manager should consider when terminating an employee. **(12 marks)**
- b) Tasfaye is an Ethiopian national who has been working as a domestic worker for a Swiss diplomat living in Nairobi for the past sixteen years. The diplomat intends to leave the country in the next seven days and has asked for your advice regarding any terminal dues payable. Give your advice citing any relevant laws applicable **(8 marks)**

QUESTION THREE

- a) You are a human resource manager that has been assigned a university student studying human resource management as your intern. You are about to start a massive recruitment for a new branch of your organization and intend to have the intern work on this project. Develop a work plan for the intern showing clearly the processes, timelines and expected deliverables for the recruitment project. **(12 marks)**
- b) Compare and contrast external recruitment to internal recruitment. **(8 marks)**

QUESTION FOUR

- a) Clearly explain the steps taken to develop a job description. **(10 marks)**
- b) Riara University has grown rapidly since receiving its charter and now has over one thousand students undertaking various courses. To ensure a holistic learning environment that is in line with its core principles it is considering launching several new extra-curricular programs. It has now recruited you to determine if there is need for a new staff position to oversee these programs. Explain the steps you will take in performing this consultancy and a sample report that you will provide the management of Riara University **(10 marks)**

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