



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

**MAY - AUGUST TRIMESTER, 2015 EXAMINATIONS**  
**DAY PROGRAMME**  
**EXAMINATION FOR DEGREE IN BACHELOR OF BUSINESS ADMINISTRATION**  
**BBA 201: PRINCIPLES OF HUMAN RESOURCE MANAGEMENT**

**DATE: 6<sup>TH</sup> AUGUST 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) Briefly discuss the issues and trends affecting Human Resource Management  
**(10 marks)**
- b) You have been appointed the Human Resource Manager of Mobile Trends Ltd. Discuss the functions listed on your Job Description for the Human Resource department  
**(10 marks)**
- c) (i) Briefly explain Human Resource Planning  
**(2 marks)**  
  
(ii) You are doing Human Resource Planning and the forecast shows a surplus of employees in the next one year. Discuss the various measures you would take to correct the situation  
**(8 marks)**

## **QUESTION TWO**

a) As a Human Resource Consultant, what advice would you give on internal recruitment in terms of advantages and disadvantages

**(10 marks)**

b) Training employees improves employee competency and organizational performance. Discuss the various steps in the training process

**(10 marks)**

## **QUESTION THREE**

a) Briefly explore the methods for motivating employees for employee satisfaction

**(10 marks)**

b) How does employee unionization impact Human Resource Management functions

**(10 marks)**

## **QUESTION FOUR**

a) Firms are spending an increasing amount of money on safety and health of employees. Briefly discuss why this is the case

**(10 marks)**

b) Discuss the purpose of training and development of employees

**(10 marks)**