



UNIVERSITY EXAMINATIONS
SPECIAL/SUPPLEMENTARY EXAMINATIONS

THIRD YEAR EXAMINATION FOR THE AWARD OF
THE BACHELORS OF ARTS IN CRIMINOLOGY AND PEACE STUDIES
SECOND SEMESTER 2024/2025
(AUGUST, 2025)

BPPS 323: HUMAN RESOURCE IN PUBLIC SECTOR

STREAM: Y3 S2

TIME: 2 HOURS

DAY: TUESDAY, 3.00 – 5.00 P M

DATE: 05/08/2025

INSTRUCTIONS:

- 1. Do not write anything on this question paper.**
- 2. Answer Question ONE And Any Other Two questions.**

QUESTION ONE: (30 MARKS)

- a. Discuss how HRM has transformed from traditional personnel management to its current form. **(10 Marks)**
- b. Explore the role of HRM in facilitating organizational change within the public sector. **(10 Marks)**
- c. Discuss the challenges associated with effective manpower planning. **(10 Marks)**

QUESTION TWO: (20 MARKS)

- a. Explain how trade unions influence HR practices in public sector organizations. **(10 Marks)**
- b. Analyze the scope and importance of recruitment and selection in HRM. **(10 Marks)**

QUESTION THREE: (20 MARKS)

- a. Analyze the dynamics of employee relations and industrial relations within public sector organizations. **(10 Marks)**
- b. Evaluate the importance of motivation and performance appraisal management in HRM. **(10 Marks)**

QUESTION FOUR: (20 MARKS)

- a. Analyze the role of HR metrics and analytics in informed decision-making. **(10 Marks)**
- b. Examine the functions of reward systems in HRM. **(10 Marks)**

QUESTION FIVE: (20 MARKS)

- a. Explain how HR managers can address the challenges and leverage the opportunities presented by a globalized workforce. **(10 Marks)**
- b. Assess the concept of Strategic Human Resource Management. **(10 Marks)**