



KISII UNIVERSITY

UNIVERSITY EXAMINATIONS

FIRST YEAR EXAMINATION FOR THE AWARD OF DIPLOMA IN HUMAN RESOURCE MANAGEMENT / BUSINESS ADMINISTRATION

FIRST SEMESTER 2023/2024
[AUGUST-DECEMBER, 2023]

DHRM 0209: HUMAN RESOURCE MANAGEMENT

STREAM: Y2 S1

TIME: 2 HOURS

DAY: WEDNESDAY, 12.00 – 2.00 P.M.

DATE: 29/11/2023

INSTRUCTIONS

1. Do not write anything on this question paper.

2. Answer Questions ONE and any other THREE Questions.

1. (a) Define human resource management (5 marks)
- (b) List any five aims of human resource management (5 marks)
- (c) What does needs analysis involve? (4 marks)
- (d) What is meant by employee evaluation? (3 marks)
- (e) List any three methods of employee training (3 marks)
- (f) List any five theories of employee training and development (5 marks)
2. (a) Explain any four features of human resource development (8 marks)
- (b) Discuss any two methods of employee evaluation (7 marks)
3. (a) Discuss the importance of training employees in the organization (10marks)
- (b) What are the benefits career planning? (5 marks)
4. (a) Discuss briefly on the expectant theory (7 marks)

- (b) What are the benefits of employee evaluation? (8 marks)
- 5.** (a) What is the importance of employee succession planning (8 marks)
- (b) What is the benefit of using technology in training employees? (7marks)