



UNIVERSITY EXAMINATIONS
THIRD YEAR EXAMINATION FOR THE AWARD OF THE
DEGREE OF BACHELOR OF COMERCE/BUSINESS ADMINISTRATION
MANAGEMENT
FIRST SEMESTER 2023/2024
[AUGUST-DECEMBER, 2023]

BCOM 360: ADVANCED HUMAN RESOURCE MANAGEMENT
STREAM: Y3 S1 **TIME: 2 HOURS**

DAY: MONDAY, 3.00 – 5.00 P.M. **DATE: 11/12/2023**

INSTRUCTIONS

- 1. Do not write anything on this question paper.***
- 2. Answer Questions ONE and any other THREE Questions.***

- 1.a) Explain the phrase human resource management. (3marks)
- b) Human resource management evolved from medieval age personnel management. Both constructs however have conspicuous similarities. Discuss any FIVE. (10 marks)
- c) As a Human resource expert you have been invited to give a talk on major challenges in Meru HR function. Highlight the core areas of your talk. (10 marks)
- d) Explain the meaning of soldiering in the context of Human Resource (2marks)

2. Training programme is a very imperative component in the success of a versatile and forward looking organization. Discuss this premise in light of merits of training. (15 marks)

3.a) Define the phrase Human Resource Planning (2 marks)

b) Literally all firms embrace human resource planning owing to its advantages. Explain any THREE such advantages (7 marks)

c) Discuss challenges of Human Resource Planning (6 marks)

4. Distinguish between moral and immoral managers bringing out any FIVE aspects of ethical considerations. (15 marks)

5. a) Discuss levels of induction as a socialization imperative activity to the modern organizations. (6 marks)

b) Discuss demerits of the following:

i) Internal recruitment (4 marks)

ii) Out sourcing (5marks)

6. (a) In light of common morality, explain the following terms:

i. Non-malevolence (2 marks)

ii. Promise keeping (2 marks)

(b) Discuss any THREE functions of the modern Human Resource manager (11 marks)