



**KISII UNIVERSITY**  
**UNIVERSITY EXAMINATIONS**

**SPECIAL/SUPPLEMENTARY EXAMINATIONS**  
**FIRST YEAR EXAMINATION FOR THE AWARD OF THE**  
**CERTIFICATE IN PUBLIC ADMINISTRATION**  
**SECOND SEMESTER, 2021/2022**  
**(OCTOBER, 2022)**

**CCPA 0026: CONSTITUTIONALISM AND DEVELOPMENT PROCESS IN KENYA**

**STREAM: Y1 S2**

**TIME: 2 HOURS**

**DAY: FRIDAY, 7:00 – 9:00 A.M.**

**DATE: 07/10/2022**

**INSTRUCTIONS:**

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

**QUESTION 1**

- a) Discuss the importance of HRM in an organization. **(10 marks)**
- b) Explain how the following operative functions work in an organization. **(10 marks)**
- i. Training and development.
  - ii. Performance appraisal
  - iii. Job analysis and design
  - iv. Labor relation
  - v. Personal research
- c) List and describe some of the barriers that affect Planning of HRM. **(10 marks)**

**QUESTION 2**

Identify and discuss two HR theories you are familiar with. **(20 marks)**

**QUESTION 3**

Explain how the following method of evaluation work in HRM. **(20 marks)**

- i. Point method
- ii. Ranking method
- iii. Grading method
- iv. Factor comparison method

**QUESTION 4**

Discuss the objectives/aims of HRM in an organization.

**(10 marks)**

**QUESTION 5**

As HR student why do you think internal recruitment is vital to the company.

**(20 marks)**