



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

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

**DPAD 0107: FUNDAMENTALS OF HUMAN RESOURCE**

**STREAM: Y1 S2**

**TIME: 2 HOURS**

**DAY: TUESDAY, 11:00 – 1:00 P.M.**

**DATE: 04/10/2022**

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**INSTRUCTIONS:**

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

**QUESTION ONE**

- “Human management is a way of approach, the point of view, a technique of thinking and philosophy of management” elucidate the statement by describing the main features and importance of human resource management. (10marks)
- Describe the causes of poor industrial relations. (5 marks)
- Explain the factors that determine compensation in an organization. (5 marks)
- Explain the need and the significance of performance appraisal in a scheme of efficient personnel management (10 marks)

**QUESTION TWO**

Explain briefly the relative merits and demerits of both internal and external sources of employment. (20 marks)

**QUESTION THREE**

- Define selection and distinguish it from recruitment. (10 marks)
- Explain the common evaluation errors while conducting performance appraisal. (10mks)

**QUESTION FOUR**

State and explain “on the job” and “of the job” training methods. (20 marks)

**QUESTION FIVE**

- Elaborate briefly the major objectives and purpose of transferring the employees in any organization. (15 marks)
- Highlight methods of promotions in organization. (5 marks)