

LAIKIPIA



UNIVERSITY

# UNIVERSITY EXAMINATIONS

1<sup>ST</sup> SEMESTER 2023/2024 ACADEMIC YEAR

SECOND YEAR EXAMINATION FOR THE DEGREE  
OF BACHELOR OF COMMERCE

**BCOM 215: HUMAN RESOURCE MANAGEMENT**

***STREAM: BCOM***

***TIME: 2 HRS***

***DAY: WEDNESDAY [14.30-16.30 P.M]***     ***DATE: 13/12/2023***

**THIS QUESTION PAPER CONSISTS OF TWO (2) PAGES**

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**QUESTION ONE**

- a) Zincrose companies carried out a certain employee which was said to be effective and credible. *They discovered that a candidate's referees alone could not be relied upon to be a predictor of future success.*

Study closely the above sub-section (case) and explain the employee Selection process as it should be practiced by modern business firms **(10 Marks)**

- b) YYS Corp is the largest multinational firm in the Central African Republic. *The company now requires 5000 new employees worldwide.* Discuss how Warner Company would obtain its recruits from (possible sources) for the same **(10 Marks)**

**QUESTION TWO**

- a) Case Studies are a unique method of Employee Training even though they are rarely in used mainstream business management. They try to recreate decision making situations that trainees may find at their work place. The objective of the case study method is to get trainees to apply known concepts and ideologies and ascertain new ones. But other than the case study method, certain fairly 'mainstream' methods of employee training have been suggested by Human Resource Management Practitioners. Discuss **(10 Marks)**

- b) Explain the methods of a Job Evaluation, as can be seen from the case of a certain firm in the Manufacturing sector which recently collapsed due to poor Job Evaluation processes **(10 Marks)**

**QUESTION THREE**

- a) Discuss, keeping in mind the fact that Incentives have to be earned, both Individual and Group Incentives that business firms can apply for their employees. **(10 Marks)**

- b) Explain, exhaustively, the objectives of Industrial Relations, showing clearly, the key areas of focus for the discipline **(10 Marks)**

**QUESTION FOUR**

- a) Explain, using the case of a business firm that you are familiar with job Analysis and Job Assessment as distinctly different activities **(10 Marks)**

- b) Discuss how a Human Resource Information System (HRIS) can be evaluated **(10 Marks)**

