

LAIKIPIA



UNIVERSITY

## UNIVERSITY EXAMINATIONS

### EXAMINATION FOR MASTER OF BUSINESS ADMINISTRATION

#### MBAD 641: HUMAN RESOURCE MANAGEMENT

***STREAM: MBAD***

***TIME: 3 HRS***

***DAY: THURSDAY [8.30-11.30 A.M]***

***DATE: 18/12/2025***

**THIS QUESTION PAPER CONSISTS OF THREE (3) PAGES**

**PLEASE DO NOT OPEN UNTIL THE INVIGILATOR SAYS SO.**

**INSTRUCTIONS**

**Answer ANY FOUR (4) Questions**

**QUESTION ONE**

a) The thought and evolution of Human Resource Management and the genesis of the concept of human resource management can be traced to varied sources. Elaborate **(15 Marks)**

b) Employee selection examines how organizations choose individuals for job opportunities, often focusing on specific strategies and their impact on organizational success. Company X is a "hire for attitude, train for skill" approach, emphasizing cultural fit and personality traits. Company Y utilizes "extreme interviewing" where candidates experience the actual work environment. These examples highlight how different approaches can lead to effective employee selection.

Study the paragraph above carefully and explain the standard staff selection process

**(10 Marks)**

**QUESTION TWO**

a) The XYX Company developed an employee motivation policy that has led to the creation of the company's most successful products in the market. The policy has brought about innovation, job satisfaction, and exceptional performance among staff

In this context, discuss the techniques of employee motivation **(15 Marks)**

b) Whereas there are important advantages of going through the performance appraisal process, there are without a doubt some drawbacks to conducting performance appraisals

Explain these drawbacks **(10 Marks)**

3 a) Explain by the use of **well-drawn diagram**, the actors influencing employee remuneration. **(15 Marks)**

b) One research study was concerned with industrial relations in an industry characterized by rapid economic and technological changes. The writer studied some of the salient features of the system of industrial relations and found that employees have had a considerable effect on the structure and success of workplace relations

In this regard, discuss the objectives of industrial relations **(10 Marks)**

**QUESTION FOUR**

a) Some research findings argue that trade unions can have both a positive and negative effect on organizational productivity

Explain, then, the essentials of a successful trade union **(15 Marks)**

b) A Human Resource Information System (HRIS) is a database system that contains all relevant Human Resource Information. Discuss its uses **(10 Marks)**

**QUESTION FIVE**

In the context of Occupational/Employee Health and Safety, provide a comprehensive explanation of the types of workplace accidents as well as the principles governing workplace safety programmes. **(25 Marks)**