



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2015/2016 ACADEMIC YEAR
FIRST YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS
BACHELOR OF SCIENCE IN HUMAN RESOURCE
MANAGEMENT**

COURSE CODE: BHR 100

**COURSE TITLE: HUMAN RESOURCE
MANAGEMENT I**

DATE: 17TH AUGUST 2016

TIME: 11.00AM-1.00PM

INSTRUCTIONS TO CANDIDATES

Question **ONE** is compulsory
Answer any other **THREE** questions

This paper consists of 2 printed pages. Please turn over

Question 1 (Compulsory)

Malimali Fish Products Ltd, A Malindi-based firm dealing in fish products, conducts training programmes for all its line managers. The managers are expected to master, in particular, procedures in systematic recruitment. The managers are also expected to demonstrate knowledge in interviewing as a preferred selection instrument, by the time they are confirmed in their positions. All other categories of staff are also subjected to regular training programmes, after a careful training needs assessment.

Required:

- a) Assuming you were a manager at Malimali Fish Products Ltd, Describe the nature of recruitment procedure you would be trained in **(10marks)**
- b) Explain how the firm stands to gain from its regular training policy. **(10 marks)**
- c) As a human resource management expert, state the aims of the firm's preferred selection Instrument **(10 marks)**

Question 2

Abantu Ltd, a textile manufacturing company in Bungoma, recently introduced a compensation programme for its employees.

As a human resource specialist, explain what prompted the firm to take such a decision. **(20 marks)**

Question 3

Mr Maneno Mengi, an employee of Borabora Ltd in Nairobi, was summarily dismissed, reportedly on the strength of Employment Act 2007. Mr. Maneno Mengi took the employer to court alleging wrongful dismissal. The court however ruled in favour of Borabora Ltd.

Explain the basis of the court's judgement in the above case **(20 marks)**

Question 4

Trade union officials in Kenya are said to add no value to employer's effort to achieve organizational objectives.

As a labour relations officer, suggest how trade union's contribution can be improved. **(20marks)**

Question 5

Ndururu enterprises Ltd, a manufacturing firm in Nakuru, adopted performance related pay approach in rewarding its employees. As a human resource consultant, support the firm's decision. **(20 marks)**

Question 6

Mrs. Mzuri, a human resource manager of Dunia Wiki Ltd, has decided against the use of panel interview in the selection of the firm's employee's.

As a human resource expert, give reasons for Mrs. Mzuri's decision **(10marks)**