



# **MAASAI MARA UNIVERSITY**

**REGULAR UNIVERSITY EXAMINATIONS  
2018/2019 ACADEMIC YEAR  
FIRST YEAR SECOND SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS  
DIPLOMA IN HUMAN RESOURCE  
MANAGEMENT**

**COURSE CODE: HRD 013**

**COURSE TITLE: STRATEGIC HRM**

**DATE: 21<sup>ST</sup> AUGUST, 2019**

**TIME: 0830 – 1030 HRS**

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**INSTRUCTIONS TO CANDIDATES**

Answer Question **ONE** and any other **THREE** questions

*This paper consists of **TWO** printed pages. Please turn over.*

## **QUESTION ONE**

- a) An organization has various strategic Human Resource choices available in designing its human resource system. Cite the strategic human resource choices available in recruiting, selecting and socializing employees. **(10 marks)**
- b) Define the following terms in relation to strategic human resource management
- i. Strategic management **(2 marks)**
  - ii. Strategy **(2 marks)**
  - iii. Strategic human resource management **(2 marks)**
- c) Explain five benefits of human resource planning during formulation of human resource strategies **(9 marks)**

## **QUESTION TWO**

- a) Briefly write short notes on the following terms in relation to strategic human resource management
- i. Organization vision **(3marks)**
  - ii. Mission statement **(3marks)**
  - iii. Strategic human resource planning **(3marks)**
- b) Discuss the three types of policies generally formulated by companies **(6marks)**

## **QUESTION THREE**

- a) Identify and explain contribution that human resource professionals can make towards making human resources into a competitive advantage **(10 marks)**
- b) Explain the challenges of human resource planning by organizations in developing an affective human resource strategy **(5 marks)**

## **QUESTION FOUR**

- a) Discuss the models of strategic HRM **(10 marks)**
- b) Explain the aims of strategic HRM **(5 marks)**

## **QUESTION FIVE**

- a) Introducing particular Human Resource (HR) practices causes better firm performance. States and explain the objectives of human resource strategy. **(10 marks)**
- b) Explain five ways in which health and safety, as a human resource practice, can be utilized to increase a firms performance **(5 marks)**

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