



MAASAI MARA UNIVERSITY

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

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

**COURSE CODE: HRD 009
COURSE TITLE: HUMAN RESOURCE
MANAGEMENT II**

DATE: 19TH AUGUST 2019

TIME: 0830-1030 HRS

INSTRUCTIONS TO CANDIDATES

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

QUESTION ONE (25 MARKS)

a) Explain with illustration the meaning of the following terms:

- i) Strategy.
- ii) Policy.
- iii) Procedure.

(6marks).

b) Discuss how the recruitment strategy can affect the way of working.

(4marks).

c) Discuss the elements that may lead to employer- employee relations.

(5marks)

d) What are some of the objectives of establishing a Human Resource Software?

(10marks).

QUESTION TWO (15 MARKS)

a) Explain skills, communication and information strategies that promote quality services in an organization.

(10marks).

b) Explain the purpose of the core values in managing human resources in an organization?

(5marks).

QUESTION THREE (15 MARKS)

What is the relationship between strategic human resource management and organizational strategy?

(15marks).

QUESTION FOUR (15 MARKS)

a) Explain four human resource strategies that are developed to support the organizational strategy.

(8marks).

b) Explain the six strategic planning questions, which guide organizational integration.

(7marks).

QUESTION FIVE (15 MARKS)

a) With reference to the development of human resource strategy, explain the steps and issues addressed.

(5marks)

b) Discuss the importance of strategic human resource management in an organization.

10marks).

//END