



# **MAASAI MARA UNIVERSITY**

**REGULAR UNIVERSITY EXAMINATIONS**

**2017/2018 ACADEMIC YEAR**

**SECOND YEAR SECOND SEMESTER**

**SCHOOL OF BUSINESS & ECONOMICS**

**BACHELOR OF SCIENCE IN HUMAN RESOURCE  
MANAGEMENT**

**COURSE CODE: BHR 2209**

**COURSE TITLE: MAINTENANCE IN  
HUMAN RESOURCE  
MANAGEMENT**

**DATE: 25<sup>TH</sup> APRIL, 2018**

**TIME: 8.30 - 10.30AM**

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**INSTRUCTIONS TO CANDIDATES**

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

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

### **QUESTION ONE**

- a.) Maintenance of Human Resource Management could be argued as the concerted effort to retain talent within the organization. Discuss its merits. **(12marks)**
- b.) A good induction programme could be used to effectively socialize a new employee into the organization. Explain why you think this programme is critical. **(10marks)**
- c.) Work-life balance is a common word in the dynamic universe of complex organizations today. Explain **(3marks)**

### **QUESTION TWO**

- a) Performance Management is thought to be superior to Performance Appraisal in many respects. Explain how an organization could use Performance Management to create a competitive advantage to the organization. **(12marks)**
- b) Explain the key objectives of career management **(3marks)**

### **QUESTION THREE**

- a). Benefits are a key components of a remuneration package. In the effort to make their compensation package attractive organization embrace different benefits Systems. A 'cafeteria' benefits system is thought to be one of the most attractive, explain its merit and demerits. **(10 marks)**
- b). key principles guide an effective safety programme of an organization. Discuss **(5 Marks)**

### **QUESTION FOUR**

A Manager in Olkurragos Group wanted to introduce a training and development section under the Human Resource Department. He is however, confused differentiating the term 'training' and 'development'. Further, he cannot effectively articulate the importance of training and development to the organization and to the individual employee. Give him a comprehensive written advice. **(15marks)**

### **QUESTION FIVE**

- a) Explain the Concept of 'total remuneration' and its importance. **(3marks)**
- b) Critically analyze some of the factors that affect a remuneration package. **(12marks)**