



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2022/2023 ACADEMIC YEAR
FOURTH YEAR SECOND SEMESTER**

**SCHOOL OF ARTS, HUMANITIES, SOCIAL
SCIENCES AND CREATIVE INDUSTRIES
B. A. POLITICAL SCIENCE & PUBLIC
ADMINISTRATION**

**COURSE CODE: PSA 4250
COURSE CODE: HUMAN RESOURCE
MANAGEMENT**

DATE: 20/4/2023

TIME: 1430-1630 HRS

INSTRUCTIONS TO CANDIDATE

Answer Questions **ONE (COMPULSORY)** and any other **TWO** questions

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

QUESTION ONE

- a) Illustrate **FIVE** benefits that an organization stands to gain by undertaking job analysis. **(10 Marks)**
- b) Explain four consequences of job dissatisfaction in the organization **(10 Marks)**
- c) Examine the significance of reward system in human resource management **(10 Marks)**

QUESTION TWO

- a) Discuss the need for training and development. **(10 Marks)**
- b) Discuss any **THREE** management styles that can be applicable in the organization. **(10 Marks)**

QUESTION THREE

- a) Explain the role of safety and health systems in an organization. **(10 Marks)**
- b) Examine the concept and evolution of human resource management. **(10 Marks)**

QUESTION FOUR

- a) Discuss levels of management that can be found in an organization **(10 Marks)**
- b) Discuss **FIVE** reasons why employees need to be inducted in an organization. **(10 Marks)**

QUESTION FIVE

- a) Outline **FIVE** differences between recruitment and selection processes. **(10Marks)**
- b) Explain the benefits of carrying out performance appraisal on regular basis. **(10 marks)**

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