



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATION
2023/2024 ACADEMIC YEAR
SECOND YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS.
BACHELORS OF COMMERCE**

**COURSE CODE: BCM 2106-1
COURSE TITLE: HUMAN RESOURCE
MANAGEMENT**

DATE : 6/12/2023

TIME: 0830-1030 HRS

INSTRUCTIONS TO CANDIDATES

Answers question one and any other two.

QUESTION ONE

a) Discuss the role of human resource management in an organization.
(10 marks).

b).As the human resource specialist, give guidance on how best to carry out the activities of recruitment and selection for your client organization.

(10 marks).

QUESTION TWO

a) Explain the process and benefits of employee induction in an organization.
(8 marks)

b) Describe the need and procedure of employee career progression in an organization.

(7 marks)

QUESTION THREE

a) You are the human resource manager of Symbolic Ltd. Many complaints have been brought to your attention about poor job performance by most managers. Explain how you would go about dealing with the problem to ensure improvement in performance.
(10 marks)

b) Outline how organizations should carry out employee separations.

(5 marks)

QUESTION FOUR

a).There are circumstances that sometimes compel organizations to downsize or carry out rationalization of their functions and workforces. Explain with relevant examples how this should be carried out. **(10 marks).**

b) Why is employee wellbeing important in an organization?. **(5 marks)**

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