



MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS

2023/2024 ACADEMIC YEAR

FOURTH YEAR FIRST SEMESTER

**SCHOOL OF BUSINESS AND ECONOMICS
BACHELOR OF SCIENCE IN HUMAN RESOURCE
MANAGEMENT**

COURSE CODE: BHR 4104-1

**COURSE TITLE: STRATEGIC HUMAN
RESOURCE MANAGEMENT**

DATE: 5/12/2023

TIME: 0830-1030HRS

INSTRUCTIONS TO CANDIDATES

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

QUESTION ONE

a) Strategic Human Resource Management has taken root in contemporary organizations due to its nature. Discuss three aspects that clearly explain the nature of SHRM **(5 mks)**

b) Strategic Human Resource Management appear as a cycle in which various activities feed into each other. Basing on the strategic management model discuss the five key activities of Strategic Human Resource Management **(15 mks)**

QUESTION TWO

a) Differentiate between Acquisition and development and locus of control dimensions. **(2mks)**

b) Discuss the following ideal types of dominant strategy based on the above dimensions. ;

1. Commitment. **(3 mks)**

2. Collaborative. **(3mks)**

3. Paternalistic. **(3 mks)**

4. Traditional. **(3 mks)**

QUESTION THREE

SHRM cuts across all spheres of an organization. Explain with examples the relationship between the following aspects with SHRM. **(15mks)**

a) Performance Management and SHRM

b) Workforce learning and SHRM

c) Leadership and SHRM

QUESTION FOUR

Discuss briefly with relevant examples the following SHRM Models **(15mks)**.

a) Control-based model

b) Resource-based Model

c) Integrative Model

QUESTION FIVE

Discuss the logic of undertaking Strategic Human Resource Management in the final year of study through indicating five areas of departure from Human Resource Management. **(15mks).**

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