



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2023/2024 ACADEMIC YEAR
FIRST YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS
CERTIFICATE IN HUMAN RESOURCE
MANAGEMENT**

COURSE CODE: CHR 102

**COURSE TITLE: FOUNDATIONS OF HUMAN
RESOURCE MANAGEMENT**

DATE: 1/2/2024

TIME: 0830-1030 HRS

INSTRUCTIONS TO CANDIDATE

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

QUESTION ONE (25 MARKS)

- a) Explain the significance of understanding the changing role of Human Resource Management in modern organizations. **(10 marks)**
- b) Discuss how the evolving role of HR Management impacts the recruitment and selection process in today's competitive job market. **(10 marks).**
- c) Discuss the rights of an employee. **(5 marks)**

QUESTION TWO

- a) Differentiate between Human Resource Management and Personnel Management. **(8 marks.**
- b) Highlight three key distinctions and explain why these differences are important in contemporary organizational contexts. **(7 marks).**

QUESTION THREE

- a) Discuss the principles that govern effective employee management. **(7 marks).**
- b) Analyze the ethical considerations that HR professionals should take into account when implementing employee management strategies. **(8marks).**

QUESTION FOUR

- a) Outline the core functions of Human Resource Management and explain how they contribute to the overall success of an organization. **(10 marks)**
- b) Identify and discuss one emerging issue in HR Management, and propose a strategic approach for organizations to address it proactively. **(5 marks).**

QUESTION FIVE

- a) Define Human Resource Management (5 marks)
- b) Explain its importance in organizational success. (10 marks)