



MACHAKOS UNIVERSITY

University Examinations for 2016/2017 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ENTREPRENEURSHIP AND MANAGEMENT SCIENCES

FOURTH YEAR SECOND SEMESTER EXAMINATION FOR DEGREE IN

BACHELOR OF COMMERCE

BBA 420: CONTEMPORARY ISSUES IN HRM

DATE: 5/6/2017

TIME: 11:00 – 1:00 PM

INSTRUCTIONS:

Answer Question One and Any Other Two Questions

1.
 - (a) Explain the current classification of HRM Roles in the 21st Century and their importance to an organization. (10 marks)
 - (b) Explain the reasons as to why the current Human Resource Manager has resorted to the 360 degrees performance appraisal. (10 marks)
 - (c) Outline the pros and cons of e-HRM to any organization. (10 marks)
2. Outline the challenges facing the Human Resource Manager in the 21st Century and the possible solutions. (20 marks)
3. The Human Resource Manager in the 21st Century must be integrated with overall business strategies for an organization to achieve its desired goals. Outline the strategies. (20 marks)
4.
 - (a) Outline five ways in which organizations can be involved in Corporate Social Responsibility. (10 marks)
 - (b) Explain the fact that the current organizations have realized the need to involve the Human Resource in the management of the organizations for example decision making. Give examples to support your explanation. (10 marks)
5. Explain the meaning of the following terms as used in Human Resource Management field: Workforce diversity, Skills mismatch, Globalization and e-commerce. (20 marks)