



MACHAKOS UNIVERSITY

University Examinations for 2019/2020 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ADMINISTRATION

**.....YEAR FIRST SEMESTER EXAMINATION FOR
BACHELOR OF COMMERCE**

BBA 888: HUMAN RESOURCE MANAGEMENT SEMINAR

DATE:

TIME:

INSTRUCTIONS:

Answer Question one and any other three Questions.

QUESTION ONE (30 MARKS)

- a) Briefly explain the process you will follow to develop a HRM research idea and an academic research proposal. (10 marks)
- b) It is imperative of a HRM professional to incorporate contemporary HRM issues in the ones HR functions. Justify this statement with reference to the traditional HRM functions and the contemporary HR issues. (8 marks)
- c) AS a human resource management researcher, identify and explain the general best research citation practices you will apply in developing a HR research paper (7 marks)

QUESTION TWO (25 MARKS)

- a) Talent Management has become one of the priorities in HRM Analyze the reasons contributing to the prioritization of talent management in organizations. (10 marks)
- b) Explain the benefits of talent management to an organization (8 marks)
- c) Identify and explain how you will apply the principles of Talent Management in your organization (7 marks)

QUESTION THREE (25 MARKS)

- a) Work Life Balance is an imperative today. Briefly explain why this balance is required in the world of work. (8 marks)
- b) Identify and describe six initiatives you would apply to create an equilibrium between life and work in your work place. (12 marks)
- c) Elaborate the consequences to an organization on failure to balance between work and life. (5 marks)

QUESTION FOUR (25 MARKS)

- a) It is a reality of life that human resource managers engage in acts that harm people. In reference to six HRM practices, expound on how such harm is evident in work places. (10 marks)
- b) Briefly elaborate the management interventions you will advocate for to ensure ethical conduct in your work place. (8 marks)
- c) As a Human Resource professional describe three ethical principles you would apply in handling HR issues. (7 marks)

QUESTION FIVE (25 MARKS)

- a) Analyze the factors that make work place diversity a contemporary issue in HRM. (9 marks)
- b) As a HR professional explain the practices you will avoid in order to encourage diversity in the work place. (9 marks)
- c) Identify and briefly explain seven diversity initiatives you will advocate for adoption by any diversity sensitive establishment. (7 marks)

QUESTION SIX (25 MARKS)

- a) Justify the reasons you would advance for outsourcing HRM functions and the preconditions you would consider while outsourcing HR. (13 marks)
- b) Elaborate the disadvantages of outsourcing HR function which any outsourcing establishment should be keen to reduce. (12 marks)

