



MACHAKOS UNIVERSITY COLLEGE

**(A Constituent College of Kenyatta University)
University Examinations for 2015/2016 Academic Year**

SCHOOL OF BUSINESS AND ECONOMICS

**DEPARTMENT OF BUSINESS ENTREPRENEURSHIP AND MANAGEMENT
SCIENCES**

**SECOND SEMESTER EXAMINATION FOR DEGREE IN BACHELOR OF
COMMERCE (HUMAN RESOURCE MANAGEMENT OPTION)**

BBA 420: CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT

Date: 3/8/2016

Time: 11:00 – 1:00 PM

INSTRUCTIONS

Answer Question One and any Other Two Questions

1.
 - a) As a Human Resource Professional advance reasons you would use to justify the use of the concept Contemporary Issues in Human Resource Management. (5 marks)
 - b) Briefly explain why workforce diversity is a contemporary issue in Human Resource Management. Then, identify and explain guidelines you would advocate for in workforce diversity management (8 marks)
 - c) As a Human Resource practitioner, what reasons would you advance to discourage your organization from outsourcing Human Resource Management functions? (6 marks)
 - d) Work-Life-Balance is an imperative in today's organizations. Analyze the factors that make HR Managers address Work-Life-Balance more than ever before. (5 marks)

- e) Elaborate some managerial interventions you may apply in your organization to enhance ethical behaviour. (6 marks)
2. a) Briefly explain three strategic choices for managers and three strategic choices for Trade Unions regarding unionization in organizations. (6 marks)
- b) Talent Management has experienced a dramatic development from the 1980's through the 1990's to date. Briefly detail the parameters which are used to reflect this reality. (6 marks)
- c) Briefly explain the reasons you would advance to convince your organization to appreciate Talent Management (8 marks)
3. a) Elaborate the signs of disempowered employees in organizations. (7 marks)
- b) Analyze the effects of globalization on Human Resource Management Functions. (7 marks)
- c) As a Human Resource Manager briefly explain the disadvantages of diversity in the workforce you are bound to experience in your organization. (6 marks)
4. a) What reasons do employees of Union free organizations advance and hence prefer remaining ununionized? (7 marks)
- b) Elaborate the factors that influence and call for corporate Talent Management in organizations. (6 marks)
- c) While executing HR decisions, HR managers have the potential to fundamentally alter the course of people's lives. Qualify this statement with references to HR functions in organizations. (7 marks)
5. a) Discuss the differences between domestic and International HRM. (7 marks)
- b) What approaches would you apply in your organization to manage chronic health diseases among employees? (7 marks)
- c) Outline the diverse workforce evident in an organization today. (6 marks)