



# MACHAKOS UNIVERSITY

University Examinations for 2021/2022 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ADMINISTRATION

THIRD YEAR SECOND SEMESTER EXAMINATION FOR  
BACHELOR OF COMMERCE

BBA 308: HUMAN RESOURCE MANAGEMENT II

DATE:

TIME:

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## INSTRUCTIONS

**Answer question ONE and any other TWO questions**

1. (a) Discuss five reasons that may call for termination of employment by the employer. (10 marks)
- (b) Discuss in five points the role of Human Resource Manager in any organization (10 marks)
- (c) Discuss in five points the importance of human resource planning process to any organization. (10 marks)
2. (a) Discuss five factors that would determine remuneration packages of employees in an organization. (10 marks)
- (b) Explain in five points the importance of human resource policy in every organization (10 marks)
3. (a) Explain the importance of performance appraisal exercise in every organization. (10 marks)
- (b) Explain five benefits of e-HRM in the current business environment. (10 marks)
4. (a) Discuss in five points the importance of human resource audits in every organization. (10 marks)
- (b) Explain in five points some of the legal issues that can directly affect the operations of an organization (10 marks)
5. (a) Explain at least five challenges of human resource management in the 21<sup>st</sup> Century (10 marks)
- (b) Explain in five points the importance of employee retention in any organization. (10 marks)