



# MACHAKOS UNIVERSITY

University Examinations for 2021/2022 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ADMINISTRATION

FOURTH YEAR SECOND SEMESTER EXAMINATION FOR

BACHELOR OF COMMERCE (HUMAN RESOURCE MANAGEMENT OPTION)

**BBA 420: CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGENT**

**DATE: 14/12/2021**

**TIME: 2.00-4.00 PM**

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## **INSTRUCTIONS**

Answer Question **One (compulsory)** and any Other **Two** Questions

### **QUESTION ONE (COMPULSORY) (30 MARKS)**

- a) Despite the existence of whistle blowers protection policy in many organizations, many employees are still hesitant to report unethical practice in the work place. Account for this phenomenon. (10 marks)
- b) Argue for and against employee/ workplace surveillance. (10 marks)
- c) Giving appropriate illustrations, discuss five differences between domestic and international Human Resource Management. (10 marks)

### **QUESTION TWO (20 MARKS)**

- a) High tech solutions is a multinational company that is present in a number of countries in the African and Asian continents. It employs from both host and - outside countries. In view of this statement; explain the dynamics of human resource management at High Tech Solutions. (10 marks)
- b) Flexible working schemes are useful approaches to ensuring work – life balance and reducing stress among employees. Briefly explain five such schemes that an organization can adopt. (10 marks)

### **QUESTION THREE (20 MARKS)**

Discuss the impact of the following contemporary issues in Human resource management and in each case highlight three role of human resource management.

- i. Down sizing
- ii. Decentralized work sites
- iii. Workforce diversity
- iv. Technological advancement
- v. Globalization

### **QUESTION FOUR (20 MARKS)**

- a) Discuss strategic human resource models showing specific situations applicable in Kenya business scenario. (12 marks)
- b) The management of a company has sought your advice on soft wares that they can install to enhance the effectiveness of their human resource management. Explain to them eight (8) E-HRM systems that they can implement in their Human Resource Management department. (8 marks)

### **QUESTION FIVE (20 MARKS)**

Sexual harassment and violence are among the ethical and moral concerns in many organizations in Kenya today. As a human Resource management expert:

- a) Explain six types of sexual harassment in the workplace giving appropriate examples in each case. (12 marks)
- b) Detail four ways of reducing work place violence. (8 marks)