



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

Bachelor of Commerce Honours Degree in Business Management

Fundamentals of Human Resources Management

HBUM106 / HHRM 101

Part 1 Semester 2 Examination

Total Marks [100]

Date: November 2019

Time: 3 Hours

INSTRUCTIONS

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other **three (3)**
3. Each question carries *25 marks*
4. Start each question on a new page

1. 'Training is an unnecessary expense to the organization.' Evaluate this assertion. (25)

2. (a) Examine any **five** major functions of Human Resources Manager. (15)
(b) Explain how the above functions relate to organizational performance. (10)

3. Discuss any **five** activities in the Human Resources Planning process. (25)

4. Evaluate any **five** external recruiting sources. (25)

5. Discuss any **five** factors that Human Resources managers must consider in motivating employees to perform. (25)

6. Write brief notes on any **five** of the following
 - (a) Job Evaluation (5)
 - (b) Job Analysis (5)
 - (c) Job description (5)
 - (d) Job Specification (5)
 - (e) Job enlargement (5)
 - (f) Job rotation (5)

End of paper