KIRIRI WOMEN'S UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2024/2025 ACADEMIC YEAR
FIRST YEAR, FIRST SEMESTER EXAMINATION
FOR THE CERTIFICATE IN HUMAN RESOURCE MANAGEMENT
<u>CHR 107: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT</u>

Date:12THApril,2024

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Time:8.30AM-10.30AM

INSTRUCTIONS TO CANDIDATES
<u>ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS</u>
<u>QUESTION ONE (30 MARKS</u>)

a) Highlight some of the current developments in human resource management.
(5 Marks)
b) The main objective of record in not storing but to have information for making analysis of various problems. Explain this statement. **(5 Marks)**
c) Describe some of the emerging critical issues in human resource management.
(5 Marks)
d) Identify advantages of manual system of record keeping. **(5 Marks)**
e) Explain the functions of human resource management information system. (HRMIS)
(5 Marks)
f) Identify tools used in performance appraisal of employees. **(5 Marks)**

QUESTION TWO (20 MARKS)
a) Human resource management has evolved through several stages since the industrial revolution. Discuss the most noticeable developmental stages. **(8 Marks)**
b) Describe the significance /importance of having HR policies in an organization.
(6 Marks)
c) Identify and explain sources of candidates for recruitment of employees. **(6 Marks)**

QUESTION THREE (20 MARKS)
a) Examine five major human resource management emerging trends that should be considered by organizations. **(8 Marks)**
b) Explain the stages involved in the evolution of human resource management.
(6 Marks)
c) Discuss main disadvantages of human resource management information system.
(6 Marks)

QUESTION FOUR (20 MARKS)
a) Examine functions of human resource as a strategic partner working closely with management teams. **(8 Marks)**
b) Identify major factors that influence HR policies. **(6 Marks)**
c) Explain the purpose of human resource planning (HRP). **(6 Marks)**

QUESTION FIVE (20 MARKS)

a) Describe challenges encountered in human resource planning. **(6 Marks)**

b) Examine the characteristics of a good personnel policy. **(8 Marks)**

c) Explain the Essential details to be included in the employee records. **(6 Marks)**