



MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS

2021/2022 ACADEMIC YEAR

FOURTH YEAR FIRST SEMESTER

SCHOOL OF BUSINESS AND ECONOMICS

**BACHELOR OF SCIENCE IN HUMAN RESOURCE
MANAGEMENT**

COURSE CODE: BHR 4104

**COURSE TITLE: STRATEGIC HUMAN
RESOURCE MANAGEMENT**

DATE: 30TH APRIL, 2022

TIME: 0830-1030

INSTRUCTIONS TO CANDIDATES

Question **ONE** is compulsory

Answer any other **THREE Questions**

QUESTION ONE

Otis a Human Resource graduate from Maasai Mara University was hired as a Human Resource consultant at Fanaka consulting firm that is involved in strategic Human Resource planning. His first assignment was to assist Bidii organization that is preparing its Strategic Plan for the period 2022-2027.

a) Discuss the aspects he will be analyzing with examples will undertaking a SWOT analysis of the Bidii organization. **(10mks)**

b) Explain five importance of undertaking a PESTLE analysis will undertake Strategic Human Resource Management planning **(10mks)**

SECTION B: ATTEMPT ANY OTHER THREE

QUESTION TWO

The main reason why organization undertakes Strategic Human Resource Management is to be ahead of competition. Explain with examples seven ways in which an organization gets a competitive advantage through strategic Human Resource Management. **(15mks)**

QUESTION THREE

After corporate and organizational strategies have been designed and develop indicating the vision mission, core values and goals it's expected that each department will prepare its specific strategies. Discuss the following Human Resource Management strategies;

a. Staffing Strategy. **(5 mks)**

b. Developmental Strategy. **(5mks)**

c. Compensation strategy. **(5mks)**

QUESTION FOUR

Strategic Human Resource management is seen as a set of interrelated parts that are cycle in nature that feed into each other. Explain briefly the following steps in strategic human resource management.

▪ Mission and Goals. **(3mks)**

▪ Environmental Scanning. **(3mks)**

▪ Strategy Formulation. **(3mks)**

▪ Strategy Implementation. **(3mks)**

▪ Strategy Evaluation. **(3mks)**

QUESTION FIVE

a. The issue of fitting HumanResource strategies to business strategies is increasingly become important not only to staff managers but also line managers. Explain with examples three aspects of HR fit. **(6mks).**

b. Discuss three views that consolidate the major approaches to strategic Human resource management. **(9mks).**

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