



MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS

2023/2024 ACADEMIC YEAR

FOURTH YEAR FIRST SEMESTER

SCHOOL OF BUSINESS AND ECONOMICS

BACHELOR OF HUMAN RESOURCE

MANAGEMENT

COURSE CODE: BHR 4106

**COURSE TITLE: CURRENT ISSUES IN HUMAN
RESOURCE MANAGEMENT**

DATE: 15/12/ 2023

TIME: 1100-1300 HRS

INSTRUCTIONS TO CANDIDATES

- 1. Answer Question ONE and any other THREE questions**
- 2. All Examination Rules Apply**

This paper consists of 2 printed pages. Please turn over.

QUESTION ONE

Entiak Safaris invited you as a lead expert in Human Resource Management; explain to the management on HRM current issues based on the following;

a). The significance of current issues management to the management of any given organization like Maasai Mara University? **(5 Marks)**

b). The key requirement for current issues that the institution should adopt to reduce industrial unrest in the labour market **(7 Marks)**

c). Current issues in Human Resource Management is managed through provision of laws that are enacted and implemented within a framework of the new constitution of Kenya 2010. Discuss some trends in HRM and their use in the management of the labour sector in Kenya. **(8 Marks)**

QUESTION TWO

Human resources management is an important function in every organization. Without human resources management, companies would not be able to effectively recruit and retain employees, improve and enhance the organization, and they wouldn't be able to maintain a healthy, accepting workplace culture and environment. In line to these understanding, explain to Maasai Mara University the internal and external factors affecting Human resource Management practices in the world. **(10 MARKS)**

QUESTION THREE

The major concerns for HR are hiring the right people and talent retention. Other related challenges involve reducing time-to-hire, and time-to-fill metrics, ensuring that job applicants are well engaged, etc. Since it is more cost-efficient to retain quality talent than spend the time and resources that it will take to recruit, onboard, and train a new employee for the same role, what can HR do to improve retention rates and hire quality? **(10 MARKS)**

QUESTION FOUR

One of the factors affecting human resource planning is the willingness for the HR department and company management to use technology to aid in certain key human resources functions. As a lead consultant, explain to XYZ ltd on the importance of technology and solution to the hindering factors. **(10 MARKS)**

QUESTION FIVE

HR professionals experience resistance on the part of employees when it comes to introducing new business policies or new ways of doing things within the organization. For example, if a business decides to enforce digital transformation into all of its processes, convincing staff to adopt the new change could become a major challenge for the HR unit. As an expert in Human Resource Management, discuss solutions to change management as a current trend in HRM. **(10 MARKS)**

/END/

BHR4106: CURRENT ISSUES IN HUMAN RESOURCE MANAGEMENT
3 CREDIT HOURS
Course outline

PURPOSE

The purpose of this course is to enhance the learner's awareness of the current and emerging issues in HRM.

EXPECTED LEARNING OUTCOMES

By the end of the course the learners should be able to:

1. Analyze the basic current issues in HRM
2. Examine the trends in HRM
3. Discuss strategies of managing various emerging issues in HRM

COURSE CONTENT

Analysis and critical evaluation of basic issues, policies and strategies, and trends in HR, divergence in HRM, Globalization, workforce diversity, Employees Skills management, Infectious diseases, alcohol and substance abuse, Information technology, personnel retention, terrorism: its

management, repatriation and ransom, work-life balance, Women in power and affirmative action, work-ethics, Human Capital Management and measure.

MODE OF DELIVERY

Informal lectures, plenary discussions, case studies, individual or group research and presentations.

INSTRUCTIONAL MATERIALS/EQUIPMENT

Whiteboard, Text books, Research papers, Overhead projectors, and handouts.

COURSE ASSESSMENT

Course work - Continuous Assessment Tests (CATs) 30%

Final examination 70%

Total 100%

CORE READING MATERIAL FOR THE COURSE

1. Okumbe O. Joshua (2001). Human Resources Management. Kenya: Educational Development and Research Bureau.

RECOMMENDED REFERENCE MATERIALS

1. Boudrean, J. (1995). "Growing role for managing human resources." United Kingdom;

The Age Publication.

2. Decenzo D. and Robbins S. (2005). Fundamentals of Human Resource Management-8 th

Ed.India; John Wiley & Sons, Inc.

3. Lengnick-Hall, Mark L. & Moritz,S. (2003). The Impact of e-HR on the Human

Resource Management Function. Journal of Labour Research.24 (3), 365-379.

