



# **MAASAI MARA UNIVERSITY**

**REGULAR UNIVERSITY EXAMINATIONS  
2023/2024 ACADEMIC YEAR  
FOURTH YEAR SECOND SEMESTER**

**SCHOOL OF ARTS, HUMANITIES, SOCIAL  
SCIENCES AND CREATIVE INDUSTRIES  
B. A. POLITICAL SCIENCE & PUBLIC  
ADMINISTRATION**

**COURSE CODE: PSA 4251-1  
COURSE TITLE: HUMAN RESOURCE  
MANAGEMENT**

**DATE:**

**TIME: TWO HRS**

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**INSTRUCTIONS TO CANDIDATE**

Answer Questions **ONE (COMPULSORY)** and any other **TWO** questions

*This paper consists of TWO printed pages. Please turn over.*

**QUESTION ONE:**

- a) Explain how a job evaluation Program can be made more effective.  
**(10 Marks)**
- b) Discuss **FIVE** causes of stress in the work place.  
**(10 marks)**

**QUESTION TWO:**

- a) Discuss the role of recruitment and training in HRM. **(8 marks)**
  
- b) Effective discipline can have a positive effect on productivity of employees. Discuss.

**(7 Marks)**

**QUESTION THREE:**

Choose an organization you are familiar with and discuss how it applies the models of human resource management.  
**(15 marks)**

**QUESTION FOUR:**

Elaborate on the various tiers of administration present within a corporate entity such as Safaricom and KBC **(15 Marks)**

**QUESTION FIVE:**

Discuss the effects of globalization on Human Resource management practices in Kenya.

**(15 marks)**

**//END**