



# **MAASAI MARA UNIVERSITY**

**REGULAR UNIVERSITY EXAMINATIONS  
2021/2022 ACADEMIC YEAR  
THIRD YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS  
BACHELOR OF COMMERCE**

**COURSE CODE: BCM 2106-1**

**COURSE TITLE: HUMAN RESOURCE  
MANAGEMENT**

**DATE: 31<sup>ST</sup> MARCH, 2022**

**TIME: 1430-1630**

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**INSTRUCTIONS TO CANDIDATES**

Answer Question **ONE** and any other **THREE** questions

*This paper consists of **two** printed pages. Please turnover.*

Q.1. a).Why is human resource planning important for organizational effectiveness? (10 marks).

b).Explain the stages of recruitment and selection in human resource management. (10 marks).

Q.2. a) Discuss the process of staff promotions in an organization (8 marks)

b) Briefly explain the importance of staff promotions to an organization. (7 marks)

Q.3. a)Discuss the benefits of training and development of staff in an organization. (8marks)

b) Briefly explain how training needs are determined by an organization. (7 marks)

Q .4 Explain how and why organizations canundertake :

a) redundancies (7 marks)

b) rationalizations. (8 marks)

Q.5. a) Discuss the role of employee health and safety in an organization. (10 marks).

b) How should an organization carry out employee retirement? (5 marks)

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