



# **MAASAI MARA UNIVERSITY**

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

**SCHOOL OF BUSINESS AND ECONOMICS  
BSC. IN HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: BHR 4106**

**COURSE TITLE: CURRENT ISSUES IN HRM**

**DATE: 8<sup>TH</sup> APRIL, 2022**

**TIME: 1430-1630**

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**INSTRUCTIONS TO CANDIDATES**

Question **ONE** is compulsory  
Answer any other **THREE** questions

## **QUESTION ONE (25 MARKS)**

According to a 2008 study by the Society of Human Resource Management, generational differences and upcoming Baby Boomer retirements will have a huge impact on companies. The Baby Boomer generation was the largest group of workers in the workplace until Gen Y entered the workforce. Generation X was a smaller group and adapted to the Boomer work style, but Gen Y is larger and wants a greater work-life balance and different types of management styles. This applies to both male and female in the two generations. In line to this understanding, discuss the following

i) . The effects of generational change to the Management of the key resource in institutions (7 Marks)

ii). The significance of Women in Employment to the Economy of the Kenya Devolved System (Counties) Management. (8 Marks)

iii). Discuss the use of worklife Balance and integration in the management of Kenyan Universities now and in the past. (10 Marks)

## **QUESTION TWO (15 MARKS)**

Business owners know that a diverse workforce that's working together in harmony will build stronger teams, yield better ideas and offer broader customer satisfaction. However, without the harmony, that diverse workforce has low morale, and therefore, low productivity. This isn't solely a company culture and productivity issue, either. Diversity is a serious legal liability if employees or customers are feeling harassed in some way. To effectively manage this, institutions need to understand the best practice to apply. As a lead expert in Human Resource Management, advise the management of Maasai Mara University on the best approaches to use and its significance in order to sustain the spirit of diversity.

## **QUESTION THREE (15 MARKS)**

Compliance with regulatory issues is a primary duty of human resources managers. While this job duty hasn't changed over the years, what it covers evolves constantly. This means that human resource managers need to be on top of all changes. An example of changes is the Kenya constitution 2010 which led to various change of industrial regulations. To effectively understand this, describe the effects of change in legislation to the Human Resource Management practices in the country.

#### **QUESTION FOUR (15 MARKS)**

The changing job market, regulatory demands and compliance issues have forced human resource managers to become partners in the strategic development of businesses. Business owners need to understand the contemporary issues that human resources managers face, so that they may understand how to utilize this valuable resource to the best advantage. In line to this understanding, discuss the following.

- i). The significant role of current issues Management to the growth of Public Universities in Kenya . (5 Marks)
- ii). The contribution of Work Ethics in Management as an emerging issue to the development of County governments in Kenya. (10 Marks)

#### **QUESTION FIVE (15 MARKS)**

Divergence indicate that the two trends are moving further away from each other. This shows how different companies use different practices and progress in different directions. The divergence theory states that, the social cultural influences are the prevailing forces that lead societal members to adopt specific values, irrespective of other external drivers. Inline to this understanding, advise the management of ministry of Trade and Industrialization in your country on the key effects of divergence and solution to the management of institutions.

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