



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2023/2024 ACADEMIC YEAR
FIRST YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS
DIPLOMA IN BUSINESS MANAGEMENT**

COURSE CODE: DBM 05

**COURSE TITLE: PERSONNEL
MANAEGEMENT**

DATE: 7/2/2024

TIME: 1100-1300 HRS

INSTRUCTIONS TO CANDIDATE

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

QUESTION ONE (25 MARKS)

a) Discuss how the functions and duties of a personnel department have evolved in relation to the rest of the organization.

(15 marks)

b) Highlight key changes and trends that have influenced this evolution.

(10 marks)

QUESTION TWO

a) Describe the various types of employee training programs and their significance in enhancing organizational performance.

(6marks)

b) State strategies for designing and implementing effective training initiatives.

(9 marks)

QUESTION THREE

a) Assess the complexities surrounding wage and salary issues in human resource management.

(7marks)

b) Explain factors that influence wage structures and methods for ensuring fair compensation practices within organizations.

(8 marks)

QUESTION FOUR

Analyze the relationship between employee compensation and organizational performance.

(15 marks)

QUESTION FIVE

Discuss the elements of a good compensation policy, and what factors influence wage and salary structures.

(15 marks)

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