

MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS**

**2014/2015 ACADEMIC YEAR**

**FIRST YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS**

**BACHELOR OF HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: BHR 104**

**COURSE TITLE:** **HUMAN RESOURCE MANAGEMENT II**

**DATE:27TH AUGUST 2015 TIME: 2.00PM – 4.00PM**

**INSTRUCTIONS TO CANDIDATES**

Question **ONE** is compulsory

Answer any other **THREE**  questions

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

Question one carried a total of 25 marks.

Each of the other questions carried 15 marks

1. (i) Define Human resource management and personnel management

 (5mks)

(ii) Human resource planning is a shift which determined how an organization should move from its current manpower position to its desired manpower stage.

From the above statement outline the need and importance of HR planning (10mks)

(iii) With the help of examples, discuss the three levels of managers and state how they are interrelated (10mks)

1. Human resource planning is a process by which companies ensure that they have the right members and kinds of people accompanied with place and time. From the above discuss the different steps in the planning process. (10mks)

(ii) Outline the different limitations of planning (5mks)

1. Its said that organization is the back borne of management. Discuss the significance of a sound organization (15mks)
2. Give a comparative assessment of the importance of formed and informal organization to a modern business enterprise (15mks)
3. “Good leadership is an integral point of effective direction”. Discuss and bring out the quantities of effective leadership (15mks)