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**GABA CAMPUS – ELDORET**  
**MAIN EXAMINATION**  
**SEPTEMBER – DECEMBER 2021 TRIMESTER**  
**SCHOOL OF BUSINESS**  
**BACHELOR OF COMMERCE**  
**DEPARTMENT OF MARKETING AND MANAGEMENT**  
**CMH 312: EMPLOYEE SOURCING**

<b>Date:</b> December 2021	<b>Duration:</b> 2 Hours
<b>Instructions:</b> Answer Question <b>ONE</b> and any other <b>TWO</b> Questions	

**QUESTION ONE**

- a) Folwer argues that "the real difference between Human Resource Management (HRM) and Personnel Management is not what it is, but who is saying it". To what extent and for what reasons would you agree with this argument? Ensure that you include the objectives of HRM in your answer. **(10 Marks)**
- b) Using relevant models of Human Resource Management (HRM), critically discuss why it is important to integrate HRM practices into the business strategy and objectives of an organization. Use examples to support your answer. **(10 Marks)**
- c) Describe the Human Resource Planning process and show its relevance to the effectiveness of other Human Resource Management activities and business strategy in an organization. Are there any ambiguities or paradoxes that you can identify? **(10 Marks)**

**QUESTION TWO**

Describe and analyze the relationship between job analysis and other Human Resource Management functions, with reference to the strategic plans of an organization. **(20 Marks)**

### **QUESTION THREE**

- a) Poor recruitment and selection is one of the major contributors to sub-optimal performance of a company and its failure to achieve its mission. Discuss the validity of this statement. **(10 Marks)**
- b) Discuss the different selection tests used in organizations in the 21<sup>st</sup> Century. **(10 Marks)**

### **QUESTION FOUR**

- a) You are the Human Resources Director of a ten (10) year old business in the highly competitive manufacturing industry. Outline some of the important benefits that may derive from Induction activities in your business. What can you do to ensure that such activities are effective? **(10 Marks)**
- b) What is a Psychological contract and how is it the same or different from Employment contract? Discuss in relation to the drive to improve organizational performance. **(10 Marks)**

### **QUESTION FIVE**

Discuss the significance of the Employment Act Of 2007 in relation to the legal framework of employment in Kenya. **(20 Marks)**

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