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**GABA CAMPUS – ELDORET**  
**MAIN EXAMINATION**  
**SEPTEMBER – DECEMBER 2022 TRIMESTER**  
**SCHOOL OF BUSINESS**  
**BACHELOR OF COMMERCE**  
**DEPARTMENT OF MARKETING AND MANAGEMENT**  
**CMH 412: STRATEGIC HUMAN RESOURCE MANAGEMENT**

<b>Date: December 2022</b>	<b>Duration: 2 Hours</b>
<b>Instructions: Answer Question ONE and any other TWO Questions</b>	

**QUESTION ONE**

- a) Explain the meaning of ‘strategic human resource management’.  
**(5 Marks)**
- b) Describe the strategic management process.  
**(10 Marks)**
- c) With salient examples from CUEA describe the following terms:
- i) Mission
  - ii) Vision
  - iii) Swot Analysis
- (15 Marks)**

**QUESTION TWO**

Describe the different approaches of strategic HRM development and implementation.  
**(20 Marks)**

**QUESTION THREE**

- a) Discuss the criteria of analyzing the business environment and point out measurement dimensions in each.  
**(10 Marks)**
- b) Strategy can be formulated at various levels in an organization. Explain them and give an example of strategy at each level.  
**(10 Marks)**

#### **QUESTION FOUR**

You have been approached by Directors of Murife Limited to design for them a HR strategy. Describe in detail the steps you will follow. **(20 Marks)**

**\*END\***

DEC 22, 2022