



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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MAIN EXAMINATION

MAY – JULY 2015 TRIMESTER

FACULTY OF COMMERCE

MBA REGULAR PROGRAMME

CMH 619: CASES IN HUMAN RESOURCE MANAGEMENT

Date: JULY 2015

Duration: 3 Hours

INSTRUCTIONS: Answer ANY THREE Questions

- Q1. Due to the intense competition organizations are trying to use all strategies available to survive. Some theorists maintain that the internal resources an organization has can help them attain competitive advantage if properly utilized. Discuss the characteristics of such a resource. How can Human Resources qualify to provide quality to provide competitive advantage? **(20 marks)**
- Q2. a) Discuss the theory of psychological contract and its impact on the employment relationship. **(10 marks)**
- b) Explain how economic factors influence Human Resource Management. **(10 marks)**
- Q3. Do you need Human Resource managers in today's organizations? **(20 marks)**
- Q4. Discuss the theories on the determinants of Human Resources Management practices. **(20 marks)**

END