



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

A. M. E. C. E. A

CITY CAMPUS

P.O. Box 62157
00200 Nairobi - KENYA
Telephone: 891601-6
Fax: 254-20-891084
E-mail: academics@cuea.edu

MAIN EXAMINATION

JANUARY – APRIL 2015 TRIMESTER

FACULTY OF COMMERCE

MBA PROGRAMME

CMH 520: HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT

Date: APRIL 2015

Duration: 3 Hours

INSTRUCTIONS: Answer ALL Questions

- Q1. a) You have been employed as a consultant to help in human resource planning for an organization. Discuss how you would undertake this task. **(15 marks)**
- b) What challenges are you likely to face while performing this task? **(10 marks)**
- Q2. a) Discuss the concept of employee welfare clearly highlighting the factors that you would consider while determining what to include in a welfare scheme for your employees. **(15 marks)**
- b) Discuss the factors that are influencing human resources management in Kenya. **(10 marks)**
- Q3. a) Explain how you would conduct evaluation after training. **(11 marks)**
- b) Discuss the factors that you would consider when setting salaries for your workers. **(14 marks)**
- Q4. a) Discuss the concept of performance management clearly highlighting the key principles of performance management. **(15 marks)**

- b) Compare and contrast performance management and performance appraisal.

(10 marks)

END