



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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MAIN EXAMINATION

JANUARY – APRIL 2017 TRIMESTER

FACULTY OF COMMERCE

REGULAR PROGRAMME

CMH 311: HUMAN RESOURCES MANAGEMENT

Date: APRIL 2017

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1. a) Discuss the factor that you would consider when determining the salaries to be paid to your employees **(10 marks)**
- b) Discuss the errors that are likely to arise when measuring the performance of employees in your organization **(6 marks)**
- c) Discuss the tests you would undertake while conducting interviews for open positions in your organization **(6 marks)**
- d) Discuss how you would improve employee relations in your organization **(8 marks)**
- Q2. Discuss the meaning and importance of human resource planning clearly showing the steps you would take to ensure the success of the human resource planning function in an organization of your choice. **(20 marks)**
- Q3. Discuss the steps of the training process clearly showing how you would make each step successful while conducting training for employees at the catholic university of eastern Africa. **(20 marks)**
- Q4. a) Discuss the concept of employee welfare as used in the employment environment clearly showing why it is necessary to take care of the welfare of your employees. **(10 marks)**

- b) Discuss the actions you would take to improve the welfare of your employees. **(10 marks)**

END