



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

A. M. E. C. E. A

MAIN EXAMINATION

MAY – JULY 2016 TRIMESTER

FACULTY OF COMMERCE

DEPARTMENT OF MARKETING AND MANAGEMENT

REGULAR PROGRAMME

CMH 412: STRATEGIC HUMAN RESOURCE MANAGEMENT

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Date: JULY 2016

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1. a) You have been asked to make a presentation on the significance of strategic HRM. Identify and explain any FIVE purposes of SHRM in an organization. **(10 marks)**
- b) Explain the role of the HR department in strategy formulation and implementation. **(5 marks)**
- c) Describe the steps involved in strategic Human Resource Management process. **(10 marks)**
- d) Elaborate the significance of HR planning. **(5 marks)**
- Q2. a) In a brief essay explain any FIVE factors affecting pay levels in an organization of your choice. **(10 marks)**
- b) Explain FIVE benefits an organization can derive from undertaking strategic training and development. **(10 marks)**
- Q3. a) Identify and explain the purpose of outsourcing in an organization. **(10 marks)**
- b) Briefly explain any FIVE strategies HR managers can use to create a committed workforce in business enterprises. **(10 marks)**

- Q4. a) Identify and explain the benefits of external sources of staff in an organization. **(10 marks)**
- b) Career development and management is a systematic process involving a series of steps. Identify and describe the process of career management. **(10 marks)**

END