



# 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 414: STAFF INTEGRATION AND SEPARATION**

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**Date: JULY 2016**

**Duration: 2 Hours**

**INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions**

- Q1. a) You have been hired as the HR manager of C.B.S Ltd one of the most reputable organizations in Kenya. C.B.S is reputed for its culture of integrating its employees to ensure they are productive. However it has been noticed that the methods used are not adequate. Explain to the other line managers FIVE methods your department is using to make the process successful. **(10 marks)**
- b) Define employee separation and briefly describe the TWO main classifications of employee separation in an organization. **(6 marks)**
- c) Identify and explain any FOUR motivational strategies a HR Manager can use to attract and retain high quality workers. **(8 marks)**
- d) Explain any THREE benefits and demerits of employee turnover in an organization. **(6 marks)**
- Q2. a) Discuss the contributions of a well-designed orientation / induction program to organizational success. **(10 marks)**
- b) Define the term psychological contract and briefly explain any FOUR steps a HR Manager can take in forming a positive psychological contract.

**(10 marks)**

- Q3. a) Identify and explain any FOUR alternatives available to HR Managers before retrenching employees. **(8 marks)**
- b) In a brief essay, discuss any SIX factors that may contribute to employee resignation in organizations. **(12 marks)**
- Q4. a) Explain the term summary dismissal and explain any FOUR grounds for summary dismissal. **(10 marks)**
- b) Briefly explain any THREE techniques that can be used by HR Managers to build a sense of belonging, commitment and loyalty in a business enterprise. **(6 marks)**
- c) Explain what constitutes wrongful dismissal and describe remedies available to an employee. **(4 marks)**

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