



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

A. M. E. C. E. A

MAIN EXAMINATION

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

AUGUST - DECEMBER 2016 TRIMESTER

FACULTY OF COMMERCE

DEPARTMENT OF MARKETING AND MANAGEMENT

REGULAR PROGRAMME

CMH 424: TOPICS IN HUMAN RESOURCES MANAGEMENT

Date: DECEMBER 2016

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1. a). Human resource management has been in a state of change over the last decade. As an expert in human resources management discuss the major causes of the changes. **(8 marks)**
- b). Discuss the current trends in human resources management clearly showing how they have influenced the work of a human resources manager. **(12 marks)**
- c). As a human resources manager your human resource plan indicates that you have a shortage of employees in your organization. However you do not have the intention of recruiting new employees. As an expert discuss the possible alternatives to meet the shortfall in staff. **(10 marks)**
- Q2. You have been engaged as a human resources auditor at The Catholic University of Eastern Africa. The management has requested you to conduct a human resources audit for the university.
- a). Discuss the types of human resource audits that you can conduct for the university. **(7 marks)**
- b). Human resources auditing is a process. Discuss this process clearly showing how you would make each step successful. **(8 marks)**

- c) Discuss the benefits of conducting a human resource audit at catholic university of eastern Africa. **(5 marks)**
- Q3. a) discuss the meaning of the following terms
- i. Human resource policy **(3 marks)**
 - ii. Employee diversity **(3 marks)**
 - iii. Human resource audit. **(3 marks)**
- b) discuss the steps you would follow while formulating human resources management policies for your organization. **(11 marks)**
- Q4. a) Discuss why it is important to manage employee diversity in your organization. **(10 marks)**
- b) Discuss the ethical issues that may arise during your work as a human resources manager. **(10 marks)**

END