



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

A. M. E. C. E. A

MAIN EXAMINATION

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AUGUST - DECEMBER 2016 TRIMESTER

FACULTY OF COMMERCE

DEPARTMENT OF MARKETING AND MANAGEMENT

REGULAR / EVENING PROGRAMME

CMH 414: STAFF INTEGRATION AND SEPARATION

Date: DECEMBER 2016

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1. a) Highlight the forces that may lead managers to become virtually concerned about human relation activities in organizations. **(10marks)**
- b) Describe how the concept of integration model can be used to further interests of concerned parties in the organization. **(10marks)**
- c) Explain the major employee wants that they may front to be considered by management. **(10marks)**
- Q2. a) Citing relevant examples, describe the following categories of human wants:
- i) Physiological Needs **(5marks)**
- ii) Egoistic Needs **(5marks)**
- b) Explain grounds on which an employer may terminate the employment of an employee without notice. **(10marks)**
- Q3. a) Discuss the antecedents of psychological contract **(10marks)**
- b) Explain the concepts involved in understanding the exchange theory of work. **(10marks)**

- Q4. a) Explain techniques that can be used to enhance a sense of belonging by employees in organizations. **(10marks)**
- b) Discuss circumstances under which a contract of employment may be terminated. **(10marks)**

END