



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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MAIN EXAMINATION

MAY – JULY 2014 TRIMESTER

FACULTY OF COMMERCE

DEPARTMENT OF MARKETING AND MANAGEMENT

EVENING PROGRAMME

CMH 412: STRATEGIC HUMAN RESOURCE MANAGEMENT

Date: JULY 2014

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1. a) Analyze the importance of strategic human resource management. **(7 marks)**
- b) Elaborate the significance of strategic planning in strategic management. **(8 marks)**
- c) Distinguish between vision and mission detailing their importance to an organization. **(8 marks)**
- d) Discuss the role played by a salary system in an organization. **(7 marks)**
- Q2. a) As a human resource manager detail strategic factors influencing remuneration you would address in your organization. **(7 marks)**

- b) What benefits would an organization have by undertaking strategic training and development? **(6 marks)**
- c) Identify and explain the external sources of staff applied in external recruitment. **(7 marks)**
- Q3. a) Analyze the **FIVE** phases of strategy evolution. **(7 marks)**
- b) Explain the role of human resources department in strategy formulation. **(13 marks)**
- Q4. a) Give a detailed account of the factors considered while scanning the environment of an organization. **(7 marks)**
- b) Elaborate on the role played by human resource department in strategy implementation. **(8 marks)**
- c) As a human resource practitioner, explain the role you would play in strategy evaluation. **(5 marks)**

END