



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

A. M. E. C. E. A

CITY CAMPUS

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

MAIN EXAMINATION

JANUARY – APRIL 2014 TRIMESTER

FACULTY OF COMMERCE

DEPARTMENT OF MARKETING AND MANAGEMENT

EVENING PROGRAMME

CMH 414: STAFF INTEGRATION AND SEPARATION

Date: APRIL 2014

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1. a) You have joined company XY as a personnel manager. The workers in the company are demoralized and demotivated. Explain **FIVE** of the important factors that you would put into consideration in order to improve the situation. **(10 marks)**
- b) Explain any **FOUR** factors that affect people in the workplace. **(8 marks)**
- c) Differentiate between the Unitary and pluralistic theories of work. **(8 marks)**
- d) Write short notes on the managers' views on employees with reference to:
- i) Employees as a profit centre. **(2 marks)**
 - ii) Employees as a cost centre. **(2 marks)**

