



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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MAIN EXAMINATION

AUGUST - DECEMBER 2018 TRIMESTER

FACULTY OF COMMERCE

DEPARTMENT OF MARKETING AND MANAGEMENT

REGULAR / ODEL PROGRAMME

CMH 412: STRATEGIC HUMAN RESOURCE MANAGEMENT

Date: DECEMBER 2018

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1 a) Explain the following terms using examples:
- i) Strategy (5marks)
 - ii) Competitive Advantage (5 marks)
 - iii) Strategic Human Resource Management (5marks)
 - iv) Strategic Management (5marks)
- b) Discuss the Importance of strategy to organizations today. (10marks)
- Q2. a) Explain the importance of Strategic Planning to management (10marks)
- b) Describe and explain the Strategic management process (10marks)
- Q3. a) Outline the three Levels of strategy in organizations (10marks)
- b) Describe the Resource Based theory and explain its relevance in Strategic Human Resource Management (10marks)
- Q4. Explain the of Roles of the following in Strategic Human Resource Management :
- a) Human Resource Management specialists (8marks)
 - b) Executive Directors (8marks)
 - c) Line Management (4marks)

END