



# THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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**MAIN EXAMINATION**

**JANUARY – APRIL 2019 TRIMESTER**

**FACULTY OF COMMERCE**

**DEPARTMENT OF MARKETING AND MANAGEMENT**

**REGULAR PROGRAMME**

**CHD 081: HUMAN RESOURCE POLICY AND PRACTICE**

**Date: APRIL 2019**

**Duration: 2 Hours**

**INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions**

- Q1. a) Explain what fringe benefits are and give the advantages of employee benefits. **(6 marks)**
- b) State and explain the objectives of employee welfare. **(8 marks)**
- c) Explain the key uses of Job Evaluation. **(6 marks)**
- d) Give the functions of a Trade Union. **(10 marks)**
- Q2. a) Explain four ways through which an organization can advertise. **(4 marks)**
- b) State and explain the parties that conduct performance appraisal. **(16 marks)**
- Q3. a) Give and explain the contents of a job specification **(4 marks)**
- b) Explain why organizations conduct training for its employees. **(12 marks)**
- Q4. State and explain the factors affecting a remuneration package. **(20 marks)**

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