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KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2024/2025 ACADEMIC YEAR
THIRD YEAR, FIRST SEMESTER EXAMINATION
FOR THE DEGREE OF BACHELOR OF SCIENCE
(BUSINESS ADMINISTRATION)

Date: 15th August, 2024
Time: 11.30am – 1.30pm

KHR 301 HUMAN RESOURCE MANAGEMENT 1

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

- a) Performance is always measured in terms of outcome and not efforts. Briefly explain the need and importance of Performance Appraisal (5 Marks)
- b) Briefly discuss the career management process adopted by many organizations in Kenya (4 Marks)
- c) In the competition scenario, where the focus is on efficiency and profitability and the return on investment on all the activities of the organization, executive development cannot be an exception to the phenomenon. Briefly explain the importance of evaluation of executive development in reference to the statement above (7 Marks)
- d) Outline the essentials of sound wage and salary administration. (4 Marks)
- e) Briefly explain the factors affecting wage and salary administration in organizations (7 Marks)
- f) A sound compensation structure tries to achieve specific objectives. Outline these objectives (3 Marks)

QUESTION TWO (20 MARKS)

- a) Examine the areas where strategic contributions can be made by human resource managers in an organization of your choice (10 Marks)
- b) The need for Human Resource Accounting felt largely as a result of the emerging concern for human relations management in industries. Discuss the need and importance of human resource accounting in organizations (10 Marks)

QUESTION THREE (20 MARKS)

- a) Discuss the various kinds of fringe benefits offered to employees in organizations. (10 Marks)
- b) Discuss the objectives of good industrial relations in organizations in Kenya (10 Marks)

QUESTION FOUR (20 MARKS)

- a) Examine the characteristics of an effective training manager. (10 Marks)
- b) Explain the various off-the-job techniques adopted by organizations in Kenya (10 Marks)

QUESTION FIVE (20 MARKS)

- a) Performance is always measured in terms of outcome and not efforts. Propose the need and importance of performance appraisals in organizations. (10 Marks)
- b) Explain the elements used by team leaders to evaluate their team members in organizations. (10 Marks)