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

SPECIAL EXAMINATION

Date: 15th August, 2024

Time: 8.30 – 10.00am

KHR 413 CONTEMPORARY ISSUES IN HUMAN RESOURCE
MANAGEMENT

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

KULI Ltd is a private limited company located in Nakuru County. KULI Ltd believes in investing in its employees as it minimizes the costs that come along with recruitment and selection process as well as improving the performance of its employees.

- a) Advise the management of KULI ltd on the benefit of performance review to the company.
(6 Marks)
- b) “There are several measurable business benefits that can be gained from a coaching initiative and there will depend on the aims and objectives of the coaching initiative within a business”. Briefly explain the benefits of coaching to the management of KULI ltd in reference to the above statement.
(7 marks)
- c) With aid of a diagram, explain to the top level management of KULI ltd the current classification of HR roles and the priorities for HRM in the 21st century and beyond.
(7 Marks).
- d) Advice the HR manager on the challenges faced by HRM, which therefore, constitute priorities for HRM in future/the 21st century and beyond.
(6 Marks)
- e) Briefly explain four benefits of effective safety and health practices.
(4 Marks)

QUESTION TWO (20 MARKS)

- a) Discuss the main factors influencing global Human Resource Management development. (10 Marks)
- b) Discuss the objectives of a HR Consultant when carrying out a Training Needs Assessment for a client. (10 Marks)

QUESTION THREE (20 MARKS)

- a) Discuss seven possible areas where HR consultancy services are used. (14 Marks)
- b) Briefly explain the provisions of occupational safety and health act 2007 of the law of Kenya in terms of health, safety and welfare of employees bring out clearly the mechanisms that have to be put in place at the workplace. (6 Marks)

QUESTION FOUR (20 MARKS)

- a) Discuss seven useful organization – directed strategies to reduce stress at the work place. (14 Marks)
- b) Explain six individual Interventions towards managing stress at the workplace. (6 Marks)

QUESTION FIVE (20 MARKS)

Discuss ten reasons why performance appraisals fail in organizations in Kenya. (20 Marks)