



**COLLEGE OF HUMAN RESOURCE MANAGEMENT  
DIPLOMA IN HUMAN RESOURCE MANAGEMENT  
END OF SEMESTER EXAMS**

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**SUBJECT:** THEORY AND PRACTICE OF HRM  
**SUBJECT CODE:** 2908/201  
**CLASS:** DHRM 2013D  
**LECTURER:** DOROTHY MBAABU  
**DATE:** 20<sup>th</sup> MAY 2014  
**TIME:** 2 ½ HOURS

*Instructions:*

*This paper has **SEVEN** Questions*

*Answer any **FIVE** Questions*

1. (a) Explain the benefits of using management by objective( MBO) as a technique for appraising employee performance. (10 marks)  
(b) Explain five measures that a human resource manager may take to encourage employees to seek counseling services available in the organization. (10 marks)
2. (a) Highlight five legal requirements that an employer should meet when summarily dismissing an employee. (10 marks)  
(b) Explain five factors that a human resource manager should consider when designing wage and salary in his organization. (10 marks)
3. (a) Outline five functions of health and safety committee in an organization. (10 marks)  
(b) Explain the benefits that may accrue to an employee who undergoes training. (10 marks)
4. (a) Explain five reasons that justify the provision of employees counseling services in an organization. (10marks)  
(b) Outline five benefits that accrue to an organization that uses off-the job training for its employees. (10 marks)

5. (a) Explain five strategies that a human resources manager may adopt in order to cope with challenges posed by international human resource management. ( 10 marks)
- (b) Highlight five limitations of using job evaluation in determining remuneration levels in an organization. (10 marks)
6. (a) Explain five responsibilities of an employer in health and safety matters at the work place. (10marks)
- (b) John an employee at Lote Company Limited has been declared redundant. Explain five reasons that could have led to this situation. ( 10 marks)
7. (a) Outline five benefits that may accrue to organizations that adopts a group incentives scheme for its employees. (10 marks)
- (b) Explain five modern methods that a human resource manager can use to evaluate employees performance in an organization. (10 marks)