



COLLEGE OF HUMAN RESOURCE MANAGEMENT
DIPLOMA IN HUMAN RESOURCE MANAGEMENT
END OF SEMESTER EXAMS
THEORY AND PRACTICE OF HRM

CLASS:	DHRM MODULE II 2015A EVENING CLASS
LECTURER:	DOROTHY MBAABU
DATE:	19TH MAY 2015
TIME:	2 ½ HOURS

Instructions to candidates:

- This paper has **SEVEN** Questions
- Answer any **FIVE** Questions.

- 1 a) Management by objective as a method of performance appraisal has certain limitations. Explain five such limitations. **(10 marks)**
(b) Outline five reasons for conducting performance appraisal in an organization. **(10 marks)**

2. (a) Job evaluation is costly and time consuming exercise. Explain five reasons that justify carrying out job evaluation in an organization. **(10 marks)**
(b) Outline the merits of using group bonus scheme when rewarding employees in an organization. **(10 Marks)**

3. (a) Retrenchment of workers is a painful cost cutting measure . Explain five conditions that an employer should adhere to when carrying out the exercise. **(10 marks)**
(b) Outline five reasons that may lead to termination of an employee employment service without a notice. **(10 marks)**

4. (a) Explain five functions of health and safety committee in an organization. **(10 marks)**
(b) At Loka company limited, industrial accidents have been on the rise over the last few months. Highlight the measures that the management can take to reverse this trend. **(10 marks)**

5. (a) An organization can either use on the job or off the job training .Explain five differences between on the job training and off the job training. **(10 marks)**
(b) Outline five benefits that may accrue to an organization that conduct training on its employees. **(10 marks)**

6. . (a) Jambo Limited is a multinational company operating in different countries across the world. Explain the challenges that may be encountered in carrying out HRM activities in the organization. **(10 Marks)**
(b) Multinational companies often have to make a choice between staffing international operations with local employees or foreigners. Explain the factors to be considered in making such a decision. **(10 marks)**

7. (a) Outline ways that an organization can ensure its employees seek counselling services available in the organization. **(10 marks)**
(b) Explain five reasons that justify the provision of employee counseling services in an organization. **(10 marks)**