



COLLEGE OF HUMAN RESOURCE MANAGEMENT
CERTIFICATE IN HUMAN RESOURCE MANAGEMENT
END OF SEMESTER EXAMS
ELEMENTS OF LABOUR LAW & INDUSTRIAL RELATIONS

CLASS: CHRM MODULE II 2015A EVENING
LECTURER: TOM OJWANG
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 benefits. Explain five such benefits. **(10 marks)**
(b) Outline five ways of making employee appraisal works well. **(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 circumstances under which an organization may find it suitable to use a group bonus scheme for its employees. **(10 marks)**
3. (a) Explain five legal requirements that an employer should meet when retrenching workers as a cost cutting measure. **(10 marks)**
(b) Outline five benefits that an organization may derive from carrying out exit interviews on employees leaving an organization. **(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 employee who undergoes training. **(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) Explain five reasons that justify the provision of employee counseling services in an organization. **(10 marks)**
(b) Define NSSF and outline it's benefits to employees. **(10 marks)**