



FINAL EXAMINATIONS

SCHOOL OF EDUCATION AND SOCIAL SCIENCES

KITENGELA CAMPUS

THIRD SEMESTER, 2024/2025 ACADEMIC YEAR

EXAMINATION FOR THE DEGREE OF BUSINESS ADMINISTRATION

DBA: 122 HUMAN RESOURCE MANAGEMENT

STREAM: DBA 122

TIME: 2 HOURS

EXAMINATION SESSION: DECEMBER 2025

YEAR: 2025

DAY [31]

DATE: [2025]

INSTRUCTIONS:

1. Attempt ALL the questions in **Section A**
 2. Attempt any **Two** questions in **Section B**
 3. The entire exam is worth sixty (40) marks.
 4. Write **ONLY** on the space provided on the answer sheet or as otherwise instructed.
 5. Where necessary Show your working clearly.
 6. Do **NOT** attempt to access any library, online (audio, video, digital or electronic) or paper based (written), sources for your answers unless this is clearly advised in the Question.
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SECTION A: COMPULSORY

Question 1

- a) Discuss any FIVE functions of a Human Resource Management. (5 marks)
- b) Training programs are directed towards maintaining and improving current job performance. Discuss any other **FIVE** importances of training employees (5 marks)
- c) Performance Appraisal may be either formal or informal. Explain any **FIVE** advantages Performance Appraisals. (5 marks)
- d) Discuss in details the whole process of staffing (5 marks)

SECTION B: CHOOSE TWO QUESTIONS

Question 2

- a)) Explain FIVE types of on-the job training that one can use in an organization (5 marks)
- b) Discuss the process of Human Resource Planning (HRP) (5 marks)

Question 3

- a) Write short notes on employee grievances resolution mechanism (5 marks)
- b) Performance Appraisal is another aspect (step) in the process of staffing. However, errors occur during this process. Explain five (5 marks)

Question 4

- a) Discuss at least five factors influencing basic compensation policy and practice. (5 marks)
- b) Discuss five advantages of trade unions in negotiating employees' rights. (5 marks)