

NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY
FACULTY OF COMMERCE
DEPARTMENT OF BUSINESS MANAGEMENT

HUMAN RESOURCES MANAGEMENT CBU 2103

SEPTEMBER 2008 SUPPLEMENTARY EXAM TIME ALLOWED: 3 HRS

INSTRUCTIONS TO CANDIDATES

- **ANSWER 4 QUESTIONS**

QUESTION 1

It is desirable that a Human Resources Manager should be involved at every level of the organisation, why should or should he not be involved at every level of the organisation? [25]

QUESTION 2

Recruitment and selection are key to the success of any organisation. Indicate how these two processes should be conducted so that the right people raise the performance of an organisation. [25]

QUESTION 3

Performance Management and Performance appraisal are focused on the development of the personnel in an organisation Advance arguments for and against the foregoing statement. [25]

QUESTION 4

Taking into account the various types of job evaluation demonstrate why it should be important to consider paying personnel more for their contributions than just paying for the job. [25]

QUESTION 5

Why should an organisation be particular about having very clear and detailed job descriptions as well as job specification?

[25]

QUESTION 6

(a) Indicate to me how you would go about determining needs in an organisation and say why training and development are in any ways significant in running an organisation

[25]

QUESTION 7

Why should or should not an organisation give top priority to human resources?

END OF PAPER