

Uganda Martyrs University
School of Arts and Social Sciences
Department of Development Studies
BSDC Three-Evening (Social Development Specialization)
HUMAN RESOURCE MANAGEMENT

Final Assessment

Date: Thursday 13th December 2018

Time: 2:00pm-5:00pm

Instructions

- 1) Read each question carefully.
 - 2) Write legibly.
 - 3) Answer three questions only.
 - 4) Do not write anything on the question paper.
-

- 1) a) Assume that you are carrying out a job analysis exercise what information would you generate? (15 marks)
b) What is the significance of job analysis? (18 marks)
- 2) a) Explain the three stages of the recruitment and selection process (15 marks)
b) Under what circumstances is internal recruitment recommended? (18 marks)
- 3) a) Explain ten kinds of personalities at the workplace (10 marks)
b) How do these personalities affect organizational performance?
(23 marks)
4. Distinguish between internal and external factors that affect pay levels (33 marks)
- 5) a) Explain ten principles of performance management (10 marks)
b) What are potential errors in performance appraisal and how can they be minimized?
(23 marks)
- 6) As a human resource manager, explain four ways that an organization should use to motivate an unmotivated human resource.(33 marks)