

**UGANDA MARTYRS UNIVERSITY NKOZI**  
**FACULTY OF BUSINESS ADMINISTRATION AND MANAGEMENT**

**HUMAN RESOURCE MANAGEMENT**

**BAM III**

**SPECIAL/SUPPLEMENTARY EXAMINATION, 2014/2015**

**Date: 3<sup>rd</sup>/08/2015**

**Instructions**

- I) Answer four questions
- II) Question one is compulsory
- III) Do not write on the question paper
- IV) Give examples where applicable

**Time allowed: 3 hours**

#### **Question four**

- a) Define the term Human Resource planning. (5 Marks)
- b) Human Resource Management functions depend on job analysis. Justify the statement using any 5 Human Resource functions. (20 Marks)

#### **Question five**

- a) Distinguish between recruitment and selection (5 Marks)
- b) A number of organizations have successfully recruited qualified employees using internal sources. In your own opinion, discuss the advantages and disadvantages of using the internal source during the recruitment process. (20 Marks)

#### **Question six**

- a) Performance evaluation function is seen as an important and meaningful function to contemporary organizations. Explain in details the four (4) key issues that should be appraised on an employee's performance. (12 Marks)
- b) Select two methods of performance appraisal and show how they can be used by Human Resource Manager. (13 Marks)