



**UGANDA MARTYRS UNIVERSITY MASAKA/ MBALE
CAMPUS**

Faculty of Business Administration and Management

HRM 3101: Human Resource Management

Instructions

Question One (Compulsory)

- Answer **FOUR** questions in all
- Do **NOT** write anything on this question paper
- Be neat in your work

Time: Three 3 hours



QUESTION ONE (Compulsory)

Alex has been appointed a CEO of Crown Beverages, he does not believe in Performance Evaluation. He urged with his Human Resource Officer and calls performance evaluation "a waste of time" During his benchmarking visit to Century Bottling Company, he found out that workers were evaluated every month. The Human Resource Officer at Century Bottling Company took him through the methods used for evaluating employees' performance. He particularly got impressed by 360 degree appraisal. As soon as he went back he quickly rushed to the Human Resource Officer Crown Beverages and apologized for being negative about the appraisal system. At this point he requested the Human Resource Officer to;

- (a) Explain to him the importance of Performance Appraisal/Evaluation (10 marks)
- (b) Explain to him what 360 degree appraisal method is all about and justify why some employees find appraisal an unpleasant exercise (15 marks)

As a student of HRM perform the above task

QUESTION TWO

You have been invited to address the Management of Centenary Bank on the topic "**Human Resource Planning**". It is expected of you to define to the Management what Human Resource Planning means and highlight to them what it means by Job Analysis and the methods involved in carrying out job analysis.

- a) Elaborate your approach to the task given. (15 Marks)
- b) Name and Prepare the By products of Job Analysis (10 Marks)

QUESTION THREE

a) You have been appointed a Human resource Officer at Uganda BAATI Limited. You have observed that Employees' Quality of Work life is affecting their Productivity which has eventually affected the success of the Company. How can you assist Uganda Baati Limited Top Management and BOD to Improve the Quality of Work Life for its staff?

- b) Why is it necessary to ensure Health and safety standards at the Company (25 Marks)

QUESTION FOUR

Organizations in this Millennium are striving to recruit the best and competent Personnel with the right skills. You are a Human Resource manager of Movit Company limited and the company wants to recruit a marketing manager.

- a) Identify and elaborate on the various recruitment sources organizations can use to get suitable candidates for their organizations. (10 marks)
- b) Explain the merits and demerits of each (15 marks)

QUESTION FIVE

Assume you are the Human Resource Manager of Uganda Martyrs University. You have been requested by the Top Management to organize for training of new and old employees.

- a) Suggest any **four** On job training methods you would employ and also give reasons as to why. **(15 marks)**
- b) Of what benefit is training and development to Uganda Martyrs University **(10 Marks)**

QUESTION SIX

The Government of Uganda is presenting a Bill to Parliament about Rewarding its employees through performance based pay and payment of Pensions and Gratuity for Retired, Sick and Deceased employees.

- a) As a HRM student, you are required to present a proposal to the Permanent Secretary - Ministry of Public Service explaining to her the types of rewards that can be used **(15 Marks)**
- b) Of what importance is a Reward System in Government Ministries and Agencies **(15 Marks)**

GOOD LUCK