

UGANDA MARTYRS UNIVERSITY, LUBAGA, MASAKA AND  
MBALE CAMPUSES

FACULTY OF BUSINESS ADMINISTRATION AND  
MANAGEMENT

DEPARTMENT OF MANAGEMENT SCIENCE &  
ENTREPRENEURSHIP

MBA PT II  
SEMESTER TWO 2023/2024

COURSE UNIT: STRATEGIC HUMAN RESOURCE MANAGEMENT

CODE: MBA7224

DATE: 7<sup>TH</sup> OCTOBER, 2023

TIME: 3 HOURS

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*Instructions:*

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- Carefully read through ALL the questions before attempting
- Answer Four questions , all questions carry equal marks
- Illustrate your answers with valid examples
- Write clearly
- Don't write anything on the question paper.

### **Question One**

Managing Human Resources has become a complicated function as a result of globalization. Using your present workplace discuss the global factors specific to that organisation that the human resource needs to pay attention to, during strategy formulation and implementation. (25 marks)

### **Question Two**

- a) Explain the concept of employee engagement in the human resource context. (5 marks)
- b) Taking your current work place as an example explain step by step how you would develop an employee engagement culture ( 20 marks)

### **Question Three**

Assume you are the human resource director/ manager of your current organization, write a short concept paper advising top management on how the managers can improve their people management ethics. (25 marks)

### **Question four**

- i) Explain what you understand by employee work environment (5 marks)
- ii) Using an organisation you are familiar with explain what, the organisation has done to enhance the physical, social and psychological environment of its employees. (20 marks)

### **Question Five**

- i) Evaluate and reflection your lifestyle. What is it that you have done well before you undertook this course, explain. (15 marks)
- iii) What will you do after taking the course on work-life Balance? (10 marks)

### **Question Six**

- i) Identify the human resource strategies that your current organisation is utilizing to compete in the external environment. (10 marks)
- ii) Explain how the strategies you have identified above can help the organisation in the competition.(15 marks)

END