

Uganda Martyrs University
School of Arts and Social Sciences
Department of Development Studies
B.A DDS-Year III-2022/2023
Human Resource Management
Final Assessment

Tuesday 17th January 2023

Time: 2:00pm-5:00pm

Instructions

- 1) Read the questions carefully before answering them
 - 2) Write legibly
 - 3) All questions carry equal marks
 - 4) Answer **three** questions only
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1. a) what is job analysis(10marks)
b) What is the use of Job analysis? (23Marks)
 2. a) Explain three types of stress (10Marks)
b) What are the major causes of stress at the workplace (23 Marks)
 3. a) Distinguish between personalities and Characteristics of People (15 Marks)
b) How do they affect organizational performance? (18 Marks)
 4. a) Distinguish between recruitment and selection (15 Marks)
b) What should an interviewer do and not do during the interview? (18Marks)
 - 5 What are the internal and external factors that that are used to determine pay levels. (33Marks)
 6. Explain two theories of motivation clearly showing their shortcomings (33 Marks)