

**UGANDA MARTYRS UNIVERSITY
SCHOOL OF ARTS AND SOCIAL SCIENCES
DEPARTMENT OF DEVELOPMENT STUDIES
BACHELOR OF SOCIAL DEVELOPMENT AND COUNSELLING
YEAR III: 2023/2024**

**END OF SEMESTER II EXAMINATION
BSDC 3102: MANAGEMENT OF ORGANIZATIONS**

Date: Friday 8th December, 2023

Time: 9:30am-12:30pm

INSTRUCTIONS:

Answer two questions from each section.

Use of relevant examples adds value to your response.

SECTION A

1. a) Discuss the steps undertaken during the recruitment exercise *(10 Marks)*
b) Account for the Merits and Demerits of the different sources of recruitment *(15 Marks)*
2. a) Discuss the importance of staffing in organization management *(10 Marks)*
b) Account for the internal and external recruitment sources *(15 Marks)*
3. a) Give a detailed account of the types of plans *(10 Marks)*
b) Explain the different planning skills managers ought to possess *(15 Marks)*
4. a) Evaluate the objectives of undertaking induction exercise in an organization. *(7 Marks)*.
b) Explain the steps you would follow while inducting new employees in an organization.
(8 Marks).
c) Discuss the major Stages of a Socialization Process *(10 Marks)*

SECTION B

- 5 a) Discuss the roles of Management *(15 Marks)*
b) Explain the functions of management *(10 Marks)*

6. Human Resource planning has been literary conceived to mean a process of planning for the human resource in an organization to ensure that needs are constantly met or stated otherwise, as the process of determining the current and the future of human resource needs in relation to the human resource strategic plans and finding means and steps to meet these needs. As a prospective human resources manager;

a) Discuss the importance of human resource planning to your profession *(10 Marks)*

b) Account for the different steps undertaken by human resource managers while pursuing human resource planning function *(15 Marks)*.

7. Many employees have extra ordinary talents but many do not put them to full use if they are not motivated. As a student of Management of Organizations;

a) Examine the different types of rewards that managers may employ to motivate employees

(15 Marks)

b) Explain the major assumptions raised by Abraham Maslow in his theory of motivation

(10 Marks)

END