



NATIONAL OPEN UNIVERSITY OF NIGERIA
14-16 AHMADU BELLO WAY, VICTORIA ISLAND LAGOS
SCHOOL OF MANAGEMENT SCIENCES
MAY/JUNE 2012 EXAMINATION

ENT 325 HUMAN RESOURCES MANAGEMENT PRINCIPLE
Time Allowed : 2hours

Instructions

Attempt any 3 question of your choice. Each question carries 23.3 marks. Present your answer legibly and logically using relevant examples.

1. Write short notes on the following terms:
 - i) Job design
 - ii) Job Enlargement
 - iii) Job Enrichment
 - iv) Job Rotation(23 ½)
2. Explain the various types of selection examination in human resources management. (23.3 marks)
3. Mention Five and explain the major characteristics of the trait theory of leadership. (23 .3marks)
4. (a) What is organizational culture?
(b) Identify and explain the major characteristics of organizational culture. (23 .3marks)
- 5a. Explain the qualities and qualifications necessary for a personnel manager?
- 5b. Explain in detail the significance of personnel department in the organizational structure of an industry. (23.3marks)

