



**NATIONAL OPEN UNIVERSITY OF NIGERIA
14-16 AHMADU BELLO WAY, VICTORIA ISLAND, LAGOS
SCHOOL OF MANAGEMENT SCIENCES
JANUARY/FEBRUARY 2013 EXAMINATION**

Course Code: MBA 806

Credit Unit: 2

Course title: Human Resources Management

Time Allowed: 2hrs

Instructions: 1. Attempt question number one (1) and any other two (2).

2. Question number 1 is compulsory and carries 30 marks while the other 2 questions carry 20 marks each.

3. Present all your points in coherent and orderly manner.

1. What is motivation? List the 5 forms of motivation
- 1b. Explain Herzberg's two factor theory
2. With the aid of a diagram explain the elements of strategic HRM process
3. List FOUR responsibilities of line managers in recruitment
- 3b. List FIVE advantages and THREE disadvantages of internal recruitment
4. List and Briefly explain FIVE methods of Performance Appraisal
- 4b. briefly explain the validity problems of Performance Appraisal System

5a. Using a table what are the factors influencing Pay and Material Reward System

5b. Briefly explain Performance related pay (PRP and Profit sharing.