



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

MBA706/806 HUMAN RESOURCES MANAGEMENT

Time Allowed: 2 hours

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

1. (a) The Central focus of Human Resources Management is on human-beings in the workplace. Discuss.
(b) What is Labour Turnover and what effect has high turnover on an organization?
2. It is a well-known song in Human Resources Management that human resources (i.e. human beings) are the most important assets of an organization. Yet when business turns bad, the first thing most organizations do is to down-size the labour force. What a paradox. Discuss this matter exhaustively.
3. Write a hypothetical job description for a newly employed secretary to the Managing Director of a beer manufacturing company. Clearly state what her day to day duties should involve.
4. Draw up an employment contract for the engagement of a motor mechanic in an automobile service workshop. Include all important working conditions necessary in such junior engineering job.
5. Write short note on the following three human resources terminologies:
 - * Job evaluation
 - * Job enlargement
 - * Job enrichment