



NATIONAL OPEN UNIVERSITY OF NIGERIA
14-16 AHMADU BELLO WAY, VICTORIA ISLAND LAGOS
MARCH/APRIL 2016 EXAMINATION
SCHOOL OF MANAGEMENT SCIENCES

COURSE CODE: ENT 325 **CREDIT UNIT:** 2
COURSE TITLE: HUMAN RESOURCE MANAGEMENT PRINCIPLE
TIME ALLOWED: 2 HOURS

Instructions:

- 1. Attempt question Number one (1) and any other two (2) question**
- 2. Question number 1 is Compulsory and carries 30 marks, while the other two questions carry 20 marks each.**
- 3. Present all your points in coherent and orderly manner.**

QUESTION 1

- a. Define Management Development. List the various methods of Management Development. **12marks**
- b. Human Resource Management and Personnel Management are often used interchangeably, but are not the same. Discuss. **8marks**
- c. Organization analysis is the basis for organizational design. List Ten (10) organization analyses you know. **10marks**

QUESTION 2

- a. Explain the need for training in an organisation **8 marks**
- b. Enumerate three (3) types of in-service training in an organization. **12 marks**

QUESTION 3

- a. Explain job description and how the preparation is done? **12marks**
- b. Define the term “recruitment” and list all the areas of recruitment open to a public agency. **8marks**

QUESTION 4

- a. List and explain the major characteristics of the trait theory of leadership **10 marks**
- b. Differentiate between the trait theory and situational theory approaches to leadership as a concept. **10marks**

QUESTION 5

- a. Explain five (5) models of communication. **10marks**
- b. Define training and list barriers to effective communication. **5marks**
- c. State the steps in designing organizations. **5 marks**