

--	--	--	--	--	--	--	--	--	--



DMI-ST. EUGENE UNIVERSITY

ZAMBIA

DEGREE EXAMINATION – JUNE 2024

Semester: III

552 MG 34 HUMAN RESOURCE MANAGEMENT

Time: 3:00 Hours

Max. Marks: 100

Answer any FIVE Questions (5 x 20 = 100 Marks)

1. a) Define Human Resource management.(2 Marks)
b) What are the objectives of HRM?(12 Marks)
c) Write short notes on the operative functions of HRM.(6 Marks)
2. a) Define recruitment.(2 Marks)
b) What are the 4 broad steps involved in HR planning? (8 Marks)
c) Write short notes on the external sources of an organizations recruits. (5 Marks)
d) What are the reasons of conducting an induction?(5 Marks)
3. a) What is meant by “Executive Development”? (2 Marks)
b) Give reasons as to why the need of Executive Developing has been increasing. (6 Marks)
c) State the advantages and disadvantages of job rotation. (6 Marks)
d) Define a “Case Study”. (2 Marks)
4. a) What factors are affecting Wages/Compensation in our country? (12 Marks)
b) Why do companies find it necessary to provide a safe working environment for its employees? (4 Marks)
c) List any 4 welfare facilities provided in a place of work. (4 Marks)
5. a) Define Human Capital. (2 Marks)
b) What are various Modern methods of performance appraisal? (12 Marks)
c) Write short notes on the concept of Total Quality Management. (6 Marks)
6. a) Elaborate on all the activities that come under the banner of HRM. (10 Marks)
b) What are the future challenges likely to be faced by future HR managers in there line of work? (10 Marks)
7. a) What is meant by flexi-time? (2 Marks)

- b) Elaborate on the four components of the “360 Degree Appraisal Technique. **(12 Marks)**
- c) What are the requirement for mentor-protégé relationships? **(6 Marks)**