



The Co-operative University College of Kenya
(A Constituent College of Jomo Kenyatta University of Agriculture & Technology)

END OF SEMESTER EXAMINATION APRIL, 2016

**EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE /
BACHELOR OF CO-OPERATIVE BUSINESS (YR IV SEM II)**

UNIT CODE: HBH 2406 / HCOB 2435

**UNIT TITLE: CONTEMPORARY ISSUES IN HUMAN RESOURCE
MANAGEMENT**

DATE: 15TH APRIL, 2016

TIME: 2:00 PM – 4:00 PM

INSTRUCTIONS:

Answer Question **ONE** and any other **TWO** questions.

QUESTION ONE

- (a) Outline any five characteristics of modern workplaces (5 Marks)
- (b) Highlight any five benefits derived from good workplaces for the organization (5 Marks)
- (c) Outline any five ways through which an employee may be separated from an organization (5 Marks)
- (d) Explain any five strategies that may be adopted by an employer in order to reduce the turnover of generation Y employees (5 Marks)
- (e) Explain any five substances that may be abused by employees in the work place (5 Marks)
- (f) Describe any five characteristics of an effective HIV/AIDS program in an organization (5 Marks)

QUESTION TWO

- (a) Distinguish between attraction and retention strategies (4 Marks)
- (b) Discuss the eight attraction and retention strategies that may be adopted by a firm (16 Marks)

QUESTION THREE

- (a) Distinguish between high value and low value employees (10 Marks)
- (b) Explain any five types of unavoidable turnover (10 Marks)

QUESTION FOUR

- (a) Distinguish among: equal employment opportunity, affirmative action and diversity and inclusion (6 Marks)
- (b) Explain any seven sources of primary diversity in the work place (14 Marks)

QUESTION FIVE

- (a) Explain any five benefits of IT in the Human resources function within an organization (10 Marks)
- (b) Discuss the role of the human resources function with respect to separation management (10 Marks)