



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja  
**FACULTY OF MANAGEMENT SCIENCES**  
**2020\_1 EXAMINATION**

**COURSE CODE:** BUS 325  
**COURSE TITLE:** HUMAN RESOURCE MANAGEMENT PRINCIPLE  
**CREDIT UNIT:** 3  
**INSTRUCTION:** 1. Indicate your Matriculation Number clearly  
2. Attempt question one (1) and any other three (3) questions; four questions in all  
3. Question one (1) is compulsory and carries 25 marks, while the other questions carry 15 marks each.  
4. Present all your points in a coherent and orderly Manner

**TIME ALLOWED:** 2½ Hours

- 1a. List and briefly explain the essential criteria for effective examination and give brief description of each **10mark**
- b. Critically explain the term recruitment. **5marks**
- c. Explain recruitment open to public agency. **10marks**
  
- 2a. Describe in-service? **5marks**
- b. Explain the (3) methods of carrying out in-service training. **5marks**
- c. Enumerates three (3) types of training in an organization **5marks**
  
- 3a. Define and explain performance appraisal. **5marks**
- b. Why is an appraisal factor considered in appraising an employee? **10marks**
  
- 4a. Describe the basis of compensation and reward as a tool of management. **10marks**
- b. Explain the aims and objectives of reward management **5marks**
  
- 5. State using logical examples Nigerian situation in rewards management system. **15marks**
  
- 6. Critically analyse Carrot and stick theory of motivation according to McGregor. **15marks**