



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja

FACULTY OF MANAGEMENT SCIENCES

2020_2 EXAMINATION...

COURSE CODE: MBA 806
COURSE TITLE: HUMAN RESOURCES MANAGEMENT
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

EXAMINATION QUESTIONS

1. (a) Elaborate on any Five (5) Drawbacks of Strategies for Voluntary Redundancy Programmes. **10 Marks**

(b) Person-Organization fit has important implications for organisational entry. Explain. **7½ Marks**

(c) Kindly, elaborate on Three (3) Distinctive Features of Human Resources Management (HRM). **7½ Marks**

2. (a) Supportiveness is communicated most clearly with some kinds of response. State any Five (5) of these. **10 Marks**

(b) Explain Two (2) Sources for potential Employees. **5 Marks**

3. (a) According to Legge (1995), kindly state any Three (3) Similarities between HRM and Personnel Management. **7½ Marks**

(b) With an example explained Two (2) Types of Measuring Performance? **7½ Marks**

4. (a) Briefly state any Five (5) distinctive features of FIRM. **10 Marks**

(b) State the Purpose of Performance Appraisal System (PAS). **5 Marks**

5. (a) Discuss the factors that encourage Strategic HRM. **5 Marks**

(b) Explain Limitation of Validity on Performance Appraisals. **10 Marks**

6. (a) Critically elaborate on Barriers of Communication. **10 Marks**

(b) Briefly explained the relevance of Human Resources. **5 Marks**