



NATIONAL OPEN UNIVERSITY OF NIGERIA
PLOT 91, CADASTRAL ZONE, NNAMDI AZIKIWE EXPRESS WAY, JABI – ABUJA
FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF BUSINESS ADMINISTRATION
2019_1 EXAMINATION

COURSE CODE: MBA806

CREDIT UNIT: 3

COURSE TITLE: HUMAN RESOURCES MANAGEMENT

TIME ALLOWED: 2^{1/2}HRS

INSTRUCTIONS:

- 1. Attempt Question One (1) and any other three (3) questions**
 - 2. Question 1 carries 25 marks, while the other questions carry 15 marks each.**
 - 3. Present all points in coherent and orderly manner**
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1a. Discuss any five (5) of the conditions under which different types of payment systems are appropriate. **(10 marks)**

b. Discuss performance management as a core function of human resource management. **(15 marks)**

2. The collective bargaining process is typically made up of a number of stages. Identify and discuss any four (4) of these stages. **(15 marks)**

3. Discuss the nature and principles of job evaluation. **(15 marks)**

4. A number of barriers exist in organisations that can distort effective communication. Discuss any four of these barriers. **(15 marks)**

5. Performance can be appraised by a number of methods. Discuss any four (4) of the various methods of performance appraisal used in organisations. **(15 marks)**

6. List and discuss the major non-analytical and analytical methods of job evaluation. **(15 marks)**