



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
Month EXAMINATION 2018

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

1.(a) Succinctly explain the essence and nature of human resource management and contrast it with traditional personnel management.. (10 Marks)

(b) Described the stereotypes used by Guest (1987) to highlight the differences between HRM and Personnel Management. (8 Marks).

(c) Discuss the relationship between HRM and Industrial relations. (7 Marks)

2. (a) Mention and explain the theoretical approaches to organizational entry (8 Marks).

(b)Show your understanding of these concepts: Job Analysis, Description and Specification. (7 Marks)

3. (a) Effective communication is important to organizations: Discuss. (7 Marks)

(b) Mention and Explain the barriers to communication? (8 Marks)

4.(a) Write short notes on these: Recruitment, Selection and Interviews.
(9 Marks)

(b) Every organization has the need for the appraisal of its employees' performance- WHY? (6 Marks)

5. (a) Explain the concepts of Training and Development showing their distinguishing features? (7 Marks)

(b) Discuss the various Forms of Motivation as explained in your study material.(8 Marks)

6 (a) Explain the concept of 'Discipline' underscoring its importance to the organizations
(7 Marks)

(b) Discuss the Disciplinary Procedures and its elements as used by modern organizations? (8 Marks)