



NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
FACULTY OF MANAGEMENT SCIENCES
2022_1 EXAMINATION.

COURSE CODE: BUS 325 **TIME ALLOWED:** 2½ Hours

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

CREDIT UNIT: 3

Instructions:

1. Indicate your Matriculation Number clearly
2. Attempt Question 1 and any other 3 questions
3. Question 1 carries 25 marks, while the other questions carry 15 marks each
4. Present all your points in coherent and orderly manner.

1. a. Discuss why the perception of Human Resource as a system has a dual implication for Human Resource Management. Discuss. } 25 Marks
b. State and explain the three (3) important approaches to job design.
c. Discuss three (3) importance of Human Resource Management.
2. a. Justify the saying that Human Resource Management is future – oriented. } 15 Marks
b. State and explain the models of Human Resource Management.
3. a. Define Leadership. What are the five (5) basic sources of power in an organization? } 15 Marks
b. What are External Barriers? Give four (4) examples of external barriers.
4. a. Six major stages can be identified in the British version of the evolution of Human Resource Management. What are these stages? } 15 Marks
b. What does organizational climate imply? Give examples of the types of organizational climate.
5. Write short notes on the following: } 15 Marks
A. Job Rotation
B. Human Resource Philosophy
C. Job classification
6. a. What does Appraisal Interview imply? List the three basic approaches to appraisal interview. } 15 Marks
b. The socialization process of an organization is the key mechanism used by organizations to embed the organizational culture. Discuss.