



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
91, Cadastral Zone, NnamdiAzikiwe Express Way, Jabi-Abuja  
**FACULTY OF MANAGEMENT SCIENCES**  
**2022\_2 EXAMINATION**

**Course Code: Human Resource Management**

**Course Title: BUS809**

**Credit Unit: 2**

- Instructions:**
- 1. Indicate your Matriculation Number clearly**
  - 2. Attempt Question 1 and any other two (2) questions**
  - 3. Question 1 is compulsory and carries 30marks while the other 2 questions carry 20marks each**
  - 4. Present all your points in coherent and orderly manner**

**Time Allowed: 2 Hours**

**Question One**

Briefly explain the three different approaches to organizational entry and give the importance of job analysis. **30 Marks**

**Question Two**

There are two sources for potential employees; the internal and external labour market. The former is made up of current employees, the latter is the pool of potential applicants outside the organization. Provide the advantages and disadvantages of the two sources.

**20 Marks**

**Question Three**

Training is a stupendous task, and a basic elemental task of all those who manage people. List and explain the people given the responsibility for training in an organization **20 Marks**

**Question Four**

Compensation contributes to organizational effectiveness in a number of ways, and can be designed to achieve a number of objectives, list 10 of these objectives. **20 Marks**