NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, NnamdiAzikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
2022_2 EXAMINATION
COURSE CODE: MBA806
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: 2½Hours

1a. Human resources management (HRM) can be viewed from four different perspectives' (Storey, 1992).Discuss **(12 marks).**

1b. Distinguish between substantive and procedural rules **(6 marks)**.

1c. List any seven (7) objectives of compensation management in organizations **(7marks)**

2a. Discuss the concept of coaching as a training method **(5 marks)**

2b. List the essential features of a disciplinary procedure **(10 marks)**

3a. List any 4 problems associated with interviews (**4 marks**)

b. Explain the 'term 'job evaluation'. What is the importance of job analysis to an organization? **(11marks**)

4a.You have been appointed as a consultant to recruit individuals/employees for a manufacturing firm, Educate management on the need to emphasize internal sources of recruitment **(10marks)**

4b. List the developmental roles of performance appraisal **(5 marks)**

5. Discuss the advantages and disadvantages of the under-listed evaluation methods
   a. Job ranking (**5marks)**
   b. Paired comparison(**5marks)**
   c. factor comparison (**5marks)**