



NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
FACULTY OF MANAGEMENT SCIENCES
2023_1 POP EXAMINATION

COURSE CODE: BUS 325
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 is compulsory and carries 25 marks, while the other questions carry 15 marks each
 4. Present all your points in coherent and orderly manner.

TIME ALLOWED: 2½ Hours

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| 1. | a. Elucidate the concept of Human Resource Philosophy. (4 marks) | } 25
Marks |
| | b. Describe Human Resource Management as a Process System. (6 marks) | |
| | c. In an organizational context, leadership derives their power from five (5) basic sources. Describe these key sources of power. (15 marks) | |
| 2. | a. State three reasons to portray the importance of communication in the organization. (6 marks) | } 15
Marks |
| | b. Identify 9 items representing models of communication in the communication process. (9 marks) | |
| 3. | Write short notes on the following: | } 15
Marks |
| | a. Job specification (3 marks) | |
| | b. Human Resource Procedure (3 marks) | |
| | c. Reference Checks (3 marks) | |
| | d. Behavioral Specifications (3 marks) | |
| | e. Job description (3 marks) | |
| 4. | a. Give a full account of the hystorical evolution of Human Resource Management. (7 marks) | } 15
Marks |
| | b. State and briefly explain four aspects of job specification information. (8 marks) | |
| 5. | a. Discuss the 5 major characteristics of Trait's Theory. (10 marks) | } 15
Marks |
| | b. With a diagrammatic representation; identify Maslow's Hierarchy of needs (5 marks) | |
| 6. | Broadly classify the HRM functions into two (2) categories and briefly describe the sub functions. (15 Marks) | } 15
Marks |