



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
2023_1 POP 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: 2½ Hours

EXAMINATION QUESTIONS

1. (a) Explain the Four (4) Key conditions for effective, Collective Bargaining. (10 Marks)
(b) Explain the Two (2) Types of Measuring Performance. (5 Marks)
(c) Supportiveness is communicated most clearly with some kinds of response. State any Five (5) of these. (10 Marks)
2. (a) Write short notes on (a) Organisational Strategy and Human Resource and (b) Tactical Human Resource Action Plans. (5 Marks)
(b) Briefly, explain any Four (4) Weakness in Grievance Procedures. (10 Marks)
3. (a) Discuss the Methods or Techniques of Appraisal. (10 Marks)
(b) Itemize the Five (5) Disadvantages of Centralised System. (5 Marks)
4. (a) State the Purpose of Performance Appraisal System (PAS). (5 Marks)
(b) Discuss the limitation of Validity on Performance Appraisals. (10 Marks)
5. (a) State the Four (4) Factors commonly referred to as the VRIO Framework. (10 Marks)
(b) Write short note on Personnel Specification. (5 Marks)