



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
2023/2 EXAMINATIONS

COURSE CODE: BUS 325

COURSE TITLE: HUMAN RESOURCES MANAGEMENT

CREDIT UNITS: 3

INSTRUCTIONS: 1. Indicate your Matriculation Number clearly
2. Attempt questions 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

Compulsory Question

Question 1a: Briefly discuss the Carrot-and-Stick Approach of the Theory of Motivation.

Question 1b: Mention and briefly discuss the 4 key functions of management.

Question 2: List and briefly explain the 4 key importance of Human Resources Management.

Question 3: List the 3 basic styles or approaches to Appraisal Interviews.

Question 4a: In Human Resources Management, what is examination?

Question 4b: List the types of examinations in Human Resources Management.

Question 5: In the classifications of career systems, write short notes on the following:

- Open and Closed Career.
- Programme Careers and Organizational Careers.
- Job-Oriented Careers and Rank-In-The-Man.

QUESTION 3

Makhasuwa agreed to sell to Bangoko a cassava milling machine. When Bangoko enquired of the condition of the machine, Makhasuwa described the machine as most modern European made, fully operational with a milling capacity of 25 bags per hour. When Bangoko took delivery of the machine, he disappointingly discovered that it was an outdated version of what was described to him. Although the milling capacity is the same, Dissatisfied with the action of Bangoko, Makhasuwa sued for the price.

- (a) Advise Bangoko on his chances of putting up a successful defence. (10 marks)
- (b) State the elements of "satisfactory quality" as set out in the Act. (5 marks)

QUESTION 4

Mai Gona contracted to sell 1000 bags of beans to Sheidu to be shipped from Sankhisa Boma State. The truck carrying the beans arrived at Lagos on 19 February. On 21 February, Amama resold and delivered 250 bags of the wheat to Joy Foods Ltd. On 23 February, Amama had the first opportunity to examine the goods. While conducting the examination he found that Mai Gona had delivered a different type of beans. He rejected the beans for not for non-conformity with the contract.

- (a) Explore and discuss the principle of law involved in this transaction. (10 marks)
- (b) Based on the issues involved, is Amama right to reject the goods? (5 marks)

QUESTION 5

Drawing from the general rule of *res perit domino* exhaustively discuss risk and frustration as factors capable of affecting the contract of sale of goods. (15 marks)

QUESTION 6

According to Lord Atkin:

All I can say is that the small courts of this country would have to be multiplied one hundredfold if these arrangements were held to result in legal relations. They are not sued upon, not because the parties are reluctant to enforce their legal rights when the agreement is broken, but because the parties, in the inception never intended that they should be sued upon. Agreements such as these are outside the contracts altogether.

- (a) In relation to "intention to create legal relations" what contextual issues are thrown up by the above statement of Lord Atkin? (10 marks)

- (b) Are there circumstances where the court may not rely on the above statement? (5 marks)