



NATIONAL OPEN UNIVERSITY OF NIGERIA
FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF BUSINESS ADMINISTRATION
2024 1 EXAMINATION

COURSE CODE: BUS 720
COURSE TITLE: Human Resources Management
TIME ALLOWED: 2Hrs
COURSE UNITS: 2 Units
INSTRUCTION: Attempt question ONE and any two (2) questions of your choice.
Question 1 carries **30 Mark** while others carry **20 Marks**.

- 1a What qualities does human resources management have? **9mks**
b. The terms personnel and human resource management is interchangeable. Are you in agreement? Your perspective should take into account both their similarities and contrasts. **7mks**
c. What are the scope of Human Resource Management? **6mks**
d. Dessler (2008) outlined the types of skills that a human resource management should have into four. List and explain each one of them. **8mks**
- 2a. Describe the fundamental components of the staffing process. **8mks**
b. Analyze the three various organizational entry strategies critically. **12mks**
- 3a. What effects do motivation have on management practice? **7 1/2mks**
b. Explain Abraham Maslow and Herzberg's two-factor theory of motivation
12 1/2mks
- 4a. What is recruitment? **4mks**
b. Describe the main recruitment sources. **6mks**
c. What are the two requirements that must be met for an effective selection to take place? **4mks**
d. What is shortlisting, exactly? Determine the three groups into which human resources managers should divide the applicants. **6mks**

5a) Give a suitable algorithm for i) floating point multiplication ii) Floating point Division

5b. Convert the following Octal numbers 2671_8 and 7777_8 to a Decimal number.

5c) Chop the following numbers to 4 decimals:

i) 0.774539 ii) 6.323001

6a) Write short notes on the following operators used in programming:

6b). Comment briefly of the following errors regarding machine numbers

i) Rounding off errors ii) Truncation errors iii) Least Squares Error

6c. Convert $FA0A_{16}$ to base 10:

6d) Chop 1.23767 to 4 decimals: