



NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
DEPARTMENT OF BUSINESS ADMINISTRATION
FACULTY OF MANAGEMENT SCIENCES
2024 1 EXAMINATION

Course Code: BUS809

Time: 2Hour

Course Title: HUMAN RESOURCE MANAGEMENT

Credit Unit: 2

- Instructions:**
- 1. Indicate your Matriculation Number clearly**
 - 2. Attempt Question 1 and any other two (2) questions**
 - 3. Question 1 is compulsory and carries 30 marks while the other 2 questions carry 20 marks each.**
 - 4. Present all your points in coherent and orderly manner**

Question One

- a) Human resources the most valuable asset of any organisation, and a resource which needs to be managed cost-effectively and strategically. Justify this from six concise areas. **[15 Marks]**
- b) Discuss factors encouraging strategic HRM in organisations **(15 Marks)**

Question Two

- a) Give a vivid definition of Human Resource Management **[5 Marks]**
- b) State the essence of the human resource to the life, survival and growth of an organisation. **[15 Marks]**

Question Three

Write short notes on the following concepts: in HRM

- Job rotation
- Coaching
- Mentoring
- Needs analysis
- Training
- Development

[20 Marks]

Question Four

From your knowledge of the process and content theories of motivation, discuss five implications of the theories to management practice today **[20 Marks]**