



NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
DEPARTMENT OF BUSINESS ADMINISTRATION
FACULTY OF MANAGEMENT SCIENCES
2024_2 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) State the three similarities and three differences between Personnel Management and Human Resource Management according to Legge (1995)

[15 Marks]

- b) Justify the inclusion of this course – Human Resource Management into your course of study and list five benefits you have derived from this course) **[15 Marks]**

Question Two

- i. Discuss the two major sources of recruitment for potential employees

[8 Marks]

- ii. State the three advantages and three disadvantages of the two major sources of recruitment to potential employees **[12Marks]**

Question Three

- a) Give four standard definitions of performance management and with a proper understanding of these various definitions, come up with your own definition of performance management **[10 Marks]**

- b) Discuss briefly the problems of validity and reliability of performance appraisal system **[10 Marks]**

Question Four

- a) Give a vivid definition of performance appraisal. **[5 Marks]**
- c) In the context of HRM performance appraisal serves some specific purposes, state the three and areas it addresses in the organisation. **[15 Marks]**