



NATIONAL OPEN UNIVERSITY OF NIGERIA
FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF BUSINESS ADMINISTRATION
2025_2 EXAMINATIONS

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**