



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja  
**FACULTY OF MANAGEMENT SCIENCES**  
**2025\_2 EXAMINATIONS**

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**COURSE CODE: MBA806**

**COURSE TITLE: HUMAN RESOURCES MANAGEMENT**

**CREDIT UNIT: 3**

**INSTRUCTION: 1. Indicate your Matriculation Number clearly**

**2. Attempt question 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**

**EXAMINATION QUESTIONS**

- 1(a) Explain the Limitation of Validity on Performance Appraisals. **(10 Marks)**
- 1(b) Enumerates the Methods or Techniques of Appraisal. **(10 Marks)**
- 1(c) Elaborate on Five (5) Factors that can give rise to the Need for Training. **(5 Marks)**
- 2(a) Explain any Four (4) Weakness in Grievance Procedures. **(10 Marks)**
- 2(b) Write short note on Job Analysis. **(5 Marks)**
- 3(a) Elaborate on any Five (5) Distinctive Features of FIRM. **(10 Marks)**
- 3(b) Discuss Two (2) Barriers of Communication. **(5 Marks)**
- 4(a) Discuss the Four (4) Key conditions for effective, Collective Bargaining. **(10 Marks)**
- 4(b) Kindly, explain the Two (2) Types of Measuring Performance. **(5 Marks)**
- 5(a) Discuss the Four (4) Factors commonly referred to as the VRIO Framework. **(10 Marks)**
- 5(b) Write short note on Tactical Human Resource Action Plans. **(5 Marks)**