



KAIMOSI FRIENDS UNIVERSITY

SECOND YEAR SECOND SEMESTER UNIVERSITY EXAMINATIONS

2025/2026 ACADEMIC YEAR

SPECIAL EXAMINATIONS

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

COURSE CODE: BCB 203

DAY/DATE: 23/06/26

TIME: 09:00 AM – 11:00 AM

INSTRUCTIONS TO STUDENTS

1. Answer **QUESTION ONE** and **ANY OTHER TWO** from the choices given.
2. Phones, smart watches, ear phones or any other unauthorized digital and AI gadgets and applications are **not allowed** in the examination room.
3. Answer all questions in the exam answer booklet provided.
4. Do not write on this question paper.
5. All KAFU examination rules and regulations apply.
6. DURATION OF EXAMINATION: **TWO (2) HOURS**

KAFU observes **ZERO** tolerance to examination cheating.

*This paper consists of **THREE** printed pages. Please turn over.*

QUESTION ONE [30 MARKS]: (COMPULSORY)

- a) Briefly explain the concept of Human Resource Management(5 Marks)
- b) Describe the purpose of Human Resource Management (10 Marks)
- c) Analyze the concept of line management in organizations (10 marks)
- d) What is human resource data? (5 Marks)

QUESTION TWO [20 MARKS]:

- a) Discuss the components of human resource outsourcing (10 Marks)
- b) Explain any five key categories of human resource policies that guide the personnel (10 Marks)

QUESTION THREE [20 MARKS]:

- a) Explain the benefits of outsourcing human resource as opposed in insourcing (10 Marks)
- b) Analyze any five policies that guide human resource management (10 marks)

QUESTION FOUR [20 MARKS]:

- a) There are seven core roles of human resource, briefly explain them (14 Marks)
- b) If you were a manager in an organization what negative behavior would discourage your human resource from practicing? (6 Marks)

QUESTION FIVE [20 MARKS]:

- a) There are four types of Human Resource Analytic. State and briefly explain them (12 marks)
- b) Who is a human resource Practitioner? (8 Marks)