



**UNIVERSITY EXAMINATION 2011/2012**

**SCHOOL OF BUSINESS AND PUBLIC MANAGEMENT**

**DEPARTMENT OF MANAGEMENT**

**VIRTUAL CAMPUS**

**UNIT CODE: HRM 311      UNIT TITLE: EMPLOYEE SOURCING**

**DATE: MAY 2012      MAIN EXAM      TIME: 2HRS**

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**ANSWER QUESTION ONE AND ANY OTHER TWO QUESTIONS**

**QUESTION ONE (30 mks)**

- a) Briefly explain the term Job Description. 3mks
- b) Briefly explain the purpose of Job Pricing. 5mks
- c) Highlight the advantages of external sources of recruitment. 6 mks
- d) Identify the criteria for choosing Selection Tests. 4mks
- e) Explain the role of Ethics Committees in organizations. 6mks
- f) Explain the various barriers to effective selection. 6mks

**QUESTION TWO**

- a) Explain the different methods used in Job Evaluation. 12mks
- b) Discuss the advantages of classification method in job evaluation. 8mks

**QUESTION THREE**

- a) Describe the various types of wage payment systems. 12mks
- b) Explain the various Wage Payment Policies used in job pricing. 8mks

**QUESTION FOUR**

- a) Explain why centralized selection is preferred to decentralized selection process 3mks
- b) Explain the different types of interviews. 10mks
- c) Explain the characteristics of an effective interview. 5mks

**QUESTION FIVE**

- a) Explain managerial interventions that can be used to ensure ethical conduct. 8mks
- b) Explain the difficulties encountered in ethical decision-making. 12mks

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**M Lipman**



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