



**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

# Mount Kenya University Past Examination Papers

**Michael Ruse**



## **Mount Kenya University Past Examination Papers:**

**From the Slopes of Mount Kenya** Mary T. Wanjiku, 2012-05-17 I was born and brought up in Kenya during the struggle for independence from the colonial rule This book is about the trials and tribulations that took place during those difficult years It is also about the cultural changes that the African families endured in that period but where everyone looked out for each other My family moved away from the village into the new emerging cosmopolitan towns and a new way of life where there was the merging of cultures from all over the world This move meant losing some of their cultural identity process but on a positive note led to their embracing in the activities found in the brave new world My story is a personal journey that started with humble beginnings on the slopes of Mount Kenya with the euphoria and excitement that accompanied the freedom from the British rule It is about growing up during the transitional years of post colonial Kenya and taking advantage of the many opportunities and challenges of a new nation and doing whatever was necessary to enable me to reach my goals and to find my identity and role in the new found freedom and independence *Cambridge Certificate in Advanced English 4 Student's Book* University of Cambridge Local Examinations Syndicate, 1999-05-13 Contains four complete past papers from Cambridge ESOL for the Cambridge Certificate in Advanced English examination These papers provide candidates with an excellent opportunity to familiarise themselves with the content and format of the CAE examination and to practise examination techniques using genuine papers from Cambridge ESOL Attractive colour visual material for Paper 5 is included with each test enabling students to prepare thoroughly for the paired interview Paper 5 A with answers edition also contains a comprehensive section of keys and transcripts making it ideal for self study *IBPS RRB Guide for Officer Scale 1 Preliminary & Main Exams with Past Papers & 4 Online Practice Sets 8th Edition* Disha Experts, The updated and revised 8th edition of the book IBPS RRB Guide for Officer Scale I Preliminary Main Exams with Previous Year Solved Questions 4 Online Tests covers 6 sections asked in the RRB exam English Language Hindi Language Quantitative Aptitude Data Interpretation Reasoning Computer Knowledge and Financial Awareness The book provides the Solved Papers of 2015 2023 The book covers Revision Material on Financial Awareness The book provides 4 Online Practice Sets 2 for Preliminary 2 for the Main Exam on the latest pattern of the exam for the Mock Online experience The book provides well illustrated theory with exhaustive fully solved examples for learning In all the book provides 3300 MCQs for Practice This is followed with an exhaustive collection of solved questions in the form of Exercise The book will be useful for Scale I Scale II GBO Scale III *IBPS RRB Guide for Officer Scale 1 Preliminary & Main Exams with 3 Online Tests 5th Edition* Disha Experts, 2021-02-04 **IBPS RRB Guide for Officer Scale 1 Preliminary & Main Exams 2020 with 4 Online Practice Sets 6th Edition** Disha Experts, 2020-07-15 *Disha Ultimate Guide for SBI Clerk Junior Associates Prelim & Main Exams with PYQs 11th Edition | 4000+ MCQs | Fully Solved | General Banking* , The updated and revised 11th Edition of the book Ultimate Guide for SBI Clerk Prelim Main Exams is now a more powerful preparatory material with the addition of PYQs The

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Catalogue of Scientific Papers Royal Society (Great Britain),1918

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Teen Lives around the World Karen Wells,2019-11-08 This two volume

encyclopedia looks at the lives of teenagers around the world examining topics from a typical school day to major issues that teens face today including bullying violence sexuality and social and financial pressures Teenagers are living in a rapidly changing and increasingly interconnected yet unequal world Whether they live in Australia or Zimbabwe they have in common that they are between childhood and adulthood and increasingly aware of how inequality is affecting their lives and futures This encyclopedia gives a different perspective based on the experiences of teens in 60 countries Each entry gives the reader a brief sketch of a country to help readers to understand how geography history economics and politics shape teen life The entries include a country overview and cover the following topics Schooling and Education Extracurricular Activities Art Music and Sports Family and Social Life Religions and Cultural Rites of Passage Rights and Legal Status and Issues Today Special sidebars called Teen Voices appear throughout the text and include a description of a typical day in the life of a teen in various countries Students will be able to gain a better understanding of what life is like around the world for their peers and will be able to easily make cross cultural comparisons between different countries **(Free Sample) Complete**

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Goodwin,2011-06-21 An inspiring story of courage adaptation and determination a year in the life of 11 refugee students

entering universities across Canada Most journalists have stories they never forget This is mine When Debi Goodwin travelled to the Dadaab Refugee Camp in 2007 to shoot a documentary on young Somali refugees soon coming to Canada she did not anticipate the impact the journey would have on her A year later in August of 2008 she decided to embark upon a new journey starting in the overcrowded refugee camps in Kenya and ending in university campuses across Canada For a year she recorded the lives of eleven very lucky refugee students who had received coveted scholarships from Canadian universities guaranteeing them both a spot in the student body and permanent residency in Canada We meet them in the overcrowded confines of a Kenyan refugee camp and track them all the way through a year of dramatic and sometimes traumatic adjustments to new life in a foreign country called Canada This is a snapshot of a refugee s first year in Canada in particular a snapshot of young men and women lucky and smart enough to earn their passage from refugee camp to Canadian campus

Global Literacy in Local Learning Contexts Mary Faith Mount-Cors, 2016-06-10 Based on qualitative research focused on literacy and health from three schools in coastal Kenya this book examines country school and family contexts to develop a dual generation maternal child model for literacy learning and to connect local specific phenomena with national and international policy arenas In contrast to international development organizations educational policies and programs that tend to ignore literacy as a social practice within diverse contexts the author unpacks the relationship between education and health and the role of family and mothers in particular highlighting how mothers are key actors in children s literacy development and health outcomes

*Monad to Man* Michael Ruse, 2009-06-30 In interviews with today s major figures in evolutionary biology including Stephen Jay Gould E O Wilson Ernst Mayr and John Maynard Smith Ruse offers an unparalleled account of evolutionary theory from popular books to museums to the most complex theorizing at a time when its status as science is under greater scrutiny than ever before

**Nature** Sir Norman Lockyer, 1900

**Papers by Command, Cmnd** ,1961

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