



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

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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1. Understanding the eBook Mount Kenya University Past Examination Papers Bing
 - The Rise of Digital Reading Mount Kenya University Past Examination Papers Bing
 - Advantages of eBooks Over Traditional Books
2. Identifying Mount Kenya University Past Examination Papers Bing
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Mount Kenya University Past Examination Papers Bing
 - User-Friendly Interface
4. Exploring eBook Recommendations from Mount Kenya University Past Examination Papers Bing
 - Personalized Recommendations

- Mount Kenya University Past Examination Papers Bing User Reviews and Ratings
- Mount Kenya University Past Examination Papers Bing and Bestseller Lists
- 5. Accessing Mount Kenya University Past Examination Papers Bing Free and Paid eBooks
 - Mount Kenya University Past Examination Papers Bing Public Domain eBooks
 - Mount Kenya University Past Examination Papers Bing eBook Subscription Services
 - Mount Kenya University Past Examination Papers Bing Budget-Friendly Options
- 6. Navigating Mount Kenya University Past Examination Papers Bing eBook Formats
 - ePub, PDF, MOBI, and More
 - Mount Kenya University Past Examination Papers Bing Compatibility with Devices
 - Mount Kenya University Past Examination Papers Bing Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Mount Kenya University Past Examination Papers Bing
 - Highlighting and Note-Taking Mount Kenya University Past Examination Papers Bing
 - Interactive Elements Mount Kenya University Past Examination Papers Bing
- 8. Staying Engaged with Mount Kenya University Past Examination Papers Bing
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Mount Kenya University Past Examination Papers Bing
- 9. Balancing eBooks and Physical Books Mount Kenya University Past Examination Papers Bing
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Mount Kenya University Past Examination Papers Bing
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Mount Kenya University Past Examination Papers Bing
 - Setting Reading Goals Mount Kenya University Past Examination Papers Bing
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Mount Kenya University Past Examination Papers Bing
 - Fact-Checking eBook Content of Mount Kenya University Past Examination Papers Bing

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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