



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
**14-16 AHMADU BELLO WAY, VICTORIA ISLAND, LAGOS**  
**SCHOOL OF MANAGEMENT SCIENCES**  
**JANUARY/FEBRUARY 2013 EXAMINATION**

**Course Code: MBA 806**

**Credit Unit: 2**

**Course title: Human Resource Management**

**Time Allowed: 2hrs**

**Instructions: 1. Attempt question number one (1) and any other two (2).**

**2. Question number 1 is compulsory and carries 30 marks while the other 2 questions carry 20 marks each.**

**3. Present all your points in coherent and orderly manner.**

1. What is motivation? List the 5 forms of motivation
- 1b. Explain Herzberg's two factor theory
2. With the aid of a diagram explain the elements of strategic HRM process
3. List FOUR responsibilities of line managers in recruitment
- 3b. List FIVE advantages and THREE disadvantages of internal recruitment
4. List and Briefly explain FIVE methods of Performance Appraisal
- 4b. briefly explain the validity problems of Performance Appraisal System
- 5a. Using a table what are the factors influencing Pay and Material Reward System
- 5b. Briefly explain Performance related pay (PRP and Profit sharing.



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**JUNE/JULY, 2013 EXAMINATIONS.**

**Course Code: MBA806 Credit Unit: 2**

**Course title: Human Resources Management**

**Time Allowed: 2hrs**

**Instruction: Attempt question 1 and any other 2 questions of your choice; Question 1 carries 30 marks while the other carries 20 marks each. Present your answer legibly and logically using relevant examples.**

**1. What is discipline? What are the common causes of disciplinary action**

**1b. Explain the appeal procedure**

**2a. What are the factors influencing Pay and Material Reward System.**

**b. Write short notes Performance related pay and Profit sharing**

**3. Why do we communicate? Explain the various barriers to effective communication**

**4. With the aid of a diagram ONLY show the elements of strategic HRM process**

**5. List FOUR responsibilities of line managers in recruitment**

**5b. List FIVE advantages and THREE disadvantages of internal recruitment**

**5c. What are the THREE main importance of Job analysis**



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OCTOBER 2013 EXAMINATION

Course Code: MBA 806

Credit Unit: 2

Course title: Human Resources Management

Time Allowed: 2hrs

Instruction: Attempt question 1 and any other 2 questions of your choice;  
Question 1 carries 30 marks while the other carries 20 marks each.  
Present your answer legibly and logically using relevant examples.

1. a. What is Orientation? With the aid of a diagram explain the relationship of orientation to human resource management function in an organisation  
b. As a Human resource manager in an organisation who is in charge of the staffing process, explain the various stages involved in the staffing process.
2. a. Explain Abraham Maslow theory of human motivation  
b. briefly describe the levels in which evaluation is carried out.
3. What are the prerequisites of effective collective bargaining?
4. a. Explain the Appeal Procedure  
b. what are the THREE main importance of Job analysis? List 5 advantages of internal recruitment
5. What is communication? Explain the various barriers to effective communication