



UGANDA MANAGEMENT INSTITUTE

POSTGRADUATE DIPLOMA IN PUBLIC ADMINISTRATION AND
MANAGEMENT (DPAM): KLA; MRA; GULU, MBL (WKD)

SECOND SEMESTER EXAMS 2017/2018

MODULE

MANAGING HUMAN RESOURCES

Date: Wednesday 3 October 2018

Time: 02.00 PM – 05.00 PM

INSTRUCTIONS

1. Answer **FOUR** Questions.
2. Question **ONE** of Section A is compulsory and carries 40 marks.
3. Answer any other **THREE** Questions from Section B. Each question carries 20 marks.
4. Write clearly and legibly.
5. Do not write anything on the question paper.
6. Do not take Mobile Phones into the examination room.
7. Follow the instructions of the Examination Supervisor.
8. Indicate questions answered on the Answer Sheet in the column of Questions.

This paper consists of 3 printed pages.

-GOOD LUCK-

SECTION A:**COMPULSORY****(40 MARKS)****QUESTION ONE**

- a) Employee motivation is one of the most deliberated upon subject by HR scholars and practitioners, yet there seems to be no evidence of motivation in most organisations. Discuss with examples. **(20 Marks)**
- b) Select any theory of motivation and demonstrate its application to your organization. **(20 Marks)**

SECTION B: ANSWER ANY THREE QUESTIONS FROM THIS SECTION**QUESTION TWO**

Human Resource Management is incomplete without an adequate human resource plan. Explain in detail how the management of HR is informed by the HR plan. **(20 Marks)**

QUESTION THREE

Given your knowledge of a Human Resource practitioner, craft a policy addressing any HR matter for your organization. **(20 Marks)**

QUESTION FOUR

Whereas the health and safety of employees seems obvious to management, a good number of organisations do not have systems in place to address the matter.

- a) Why is it so? **(8 Marks)**
- b) Suggest ways of ensuring health and safety at the work place. **(12 Marks)**

QUESTION FIVE

Employee disengagement is one of the most feared areas of HR management. In your view examine why the fear and suggest how best to handle. **(20 Marks)**

QUESTION SIX

Given you experience in employee counseling, advise management on the steps to be taken when counseling employees. **(20 Marks)**

END