



GRETSA UNIVERSITY - THIKA

UNIVERSITY EXAMINATIONS JANUARY- APRIL 2025 SEMESTER

BACHELOR OF COMMERCE

COURSE CODE: BCHR 405

**COURSE TITLE: CONTEMPORARY ISSUES IN HUMAN
RESOURCE MANAGEMENT**

DATE:

TIME:

INSTRUCTIONS TO CANDIDATES

1. SECTION A IS **COMPULSORY**.
2. SECTION B: ANSWER ANY OTHER **TWO** QUESTIONS.
3. **DO NOT** WRITE ANYTHING ON THIS QUESTION PAPER AS IT WILL BE AN EXAM IRREGULARITY.
4. ALL ROUGH WORK SHOULD BE AT THE BACK OF YOUR ANSWER BOOKLET AND CROSSED OUT.

CAUTION: *All exam rooms are under CCTV surveillance during the examination period.*

SECTION A: COMPULSORY

Question One

A senior finance manager at a leading corporation was terminated after an internal audit revealed that he had consistently assigned high-performance ratings and promotions to an employee with whom he was romantically involved. The company's code of conduct strictly prohibited any form of favoritism due to personal relationships. The manager contested the decision, arguing that the employee's promotions were based on merit.

- a) Analyze the ethical dilemmas presented in this case and discuss the potential consequences of workplace relationships involving power dynamics. **[10 marks]**
- b) Organizations operating across multiple countries face various HR challenges. Discuss five critical factors that influence International Human Resource Management. **[10 marks]**
- c) Human Resource Accounting (HRA) is gaining importance in workforce management. Explain the key components of HRA and its role in organizational decision-making. **[10 marks]**

SECTION B: ANSWER ANY TWO QUESTIONS

Question Two

- a) Discuss the significance of Human Resource Information Systems (HRIS) in improving organizational efficiency. **[10 marks]**
- b) Highlight five potential risks organizations may face when implementing computerized HRIS. **[10 marks]**

Question three

- a) The modern workplace continues to emphasize diversity and inclusion. Explain five key benefits that a diverse workforce brings to an organization. **[10 marks]**
- b) An effective reward system is crucial for employee motivation and retention. Discuss five key factors that must be considered when developing a reward system. **[10 marks]**

Question Four

- a) Define "Gig Economy" and its impact on employment trends. **[4 marks]**

- b) Examine the advantages and disadvantages of employing gig workers in an organization. **[8 marks]**
- c) Identify and discuss three major challenges that managers may face when overseeing employee performance in a rapidly changing work environment. **[8 marks]**

Question five

- a) Change management is critical for organizational sustainability. Explain the key stages of managing organizational change effectively. **[10 marks]**
- b) As remote and flexible work arrangements become more common, discuss the essential factors organizations should evaluate to ensure successful implementation of flexible work policies. **[10 marks]**