



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 marketing executive at a multinational corporation was dismissed after it was discovered that he had been offering preferential treatment to a junior employee with whom he was in a romantic relationship. The company policy explicitly prohibited relationships between supervisors and their direct reports due to potential conflicts of interest. The executive argued that the dismissal was unfair, citing that their relationship was consensual and did not affect work performance.

- a) Evaluate the ethical concerns surrounding workplace relationships between supervisors and subordinates, with reference to the case above. **[10 marks]**
- b) As globalization continues to shape business operations, organizations must navigate complex international HR landscapes. Discuss key factors that organizations should consider in international **[10 marks]**
- c) Human Resource Accounting has become increasingly significant in HR practices. Explain the Human Resource Accounting process and its relevance in modern HR management. **[10 marks]**

SECTION B: ANSWER ANY TWO QUESTIONS

Question Two

- a) Discuss the advantages of implementing a computerized Human Resource Information System in an organization. **[10 marks]**
- b) Identify and explain the potential challenges associated with using a computerized Human Resource Information System. **[10 marks]**

Question three

- a) Workplace diversity is a growing focus for organizations seeking to enhance their competitive advantage. Explain five benefits of having a diverse workforce. **[10 marks]**
- b) Designing an effective reward system requires careful planning. Discuss key factors that organizations must consider to ensure their reward systems are effective. **[10 marks]**

Question Four

- a) Define the term "Contingent Worker" and explain its significance in today's workforce. **[4 marks]**
- b) Assess the benefits organizations can gain by hiring contingent workers. **[8 marks]**
- c) Discuss potential challenges that managers may face in the future regarding employee performance management. **[8 marks]**

Question five

- a) Explain the process of change management using the Eagle model. **[10 marks]**
- b) Analyze key considerations that organizations must review to determine their readiness for flexible work arrangements. **[10 marks]**