



PIONEER INTERNATIONAL UNIVERSITY

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UNIVERSITY EXAMINATIONS

ACADEMIC YEAR: 20201/2022

UNIT NAME: CONTEMPORARY ISSUES IN H.R.

SEMESTER: JAN- APRIL 2022

UNIT CODE: HRMG 4212.

DATE: APRIL 2020

TIME: HOURS

INSTRUCTIONS

Answer Question ONE (Compulsory) and ANY Other TWO Questions

SECTION A

QUESTION ONE [30MARKS]

- (a) Effective management of human resources is essential for the prosperity and welfare of an organization, a society and a nation. In the light of this statement, discuss the five-emerging element in human resource management. (4marks)
- (b) Globalization has impacted on how we carry on with the Human Resource Management. Discuss(6 marks)
- (b) Explain the key competencies of H.R professionals and describe how the major roles of H.R.M are being transformed in Today's world. (6 marks)
- (c) Organizations today lay alot of emphasis on human resource planning. Explain four reasons why organizations needs human resource planning. (4 marks)
- (d) Culture and diversity has brought new twist in H.R management . Discuss ? (5marks)
- (e) Technology and H.R Innovation has brought new Trend in H.R management. Discuss? (5marks)

QUESTION FOUR [20MARKS]

Case.

Recently, an employer learned a difficult lesson about hiring. The employer had hired a technical employee who was simply not performing well-he was often late and irresponsible-so he was fired. Then the employer got a call from a police officer who worked with the company. "You know that guy that was working with you? Well, he has a criminal record as long as my arm. Didn't you run a background check? Well, that's a security problem, isn't it?"

- A. Discuss credibility of the fired employee as depicted in this case. **(3 marks)**
- B. How could the employer have avoided hiring that employee? **(4 marks)**
- C. Could the police prosecute the employer? Discuss. **(4 marks)**
- D. Discuss how can you manage talent in an organization **(4 marks)**