



# **MURANG'A UNIVERSITY OF TECHNOLOGY**

## **SCHOOL OF BUSINESS AND ECONOMICS**

### **DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

**UNIVERSITY ORDINARY EXAMINATION**

**2024/2025 ACADEMIC YEAR**

**SECOND YEAR FIRST SEMESTER EXAMINATION FOR BACHELOR  
OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**BHR 204 – SOCIOLOGY OF WORK AND EMPLOYMENT**

**DURATION: 2 HOURS**

#### **INSTRUCTIONS TO CANDIDATES:**

1. Answer question ONE and any other two questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

## **SECTION A – ANSWER ALL QUESTIONS IN THIS SECTION**

### **QUESTION ONE (30 MARKS)**

- a. Briefly explain the following terms in relation to sociology of work and employment: (6 marks)
- i. Sociology
  - ii. Work
  - iii. Sociology in work
- b. Sociology emerged historically as a critical reflection on the massive social changes coming about with industrialization and the growth of capitalism. Highlight the genesis of these occurrence. (5 marks)
- c. Outline any five ways business organisations can employ to reduce their HR cost base to remain competitive in the market. (5 marks)
- d. Explain any five reasons why workers fight against change in any given business organizations. (5 marks)
- e. Identify any five benefits that accrue to an organization due to change in the nature of hours of work. (5 marks)
- f. Briefly explain the two types of employee representation. (4 marks)

## **SECTION B – ANSWER ANY TWO QUESTIONS IN THIS SECTION**

### **QUESTION TWO (20 MARKS)**

- a. There are a number of different types of reward programs aimed at both individual and team performance. Discuss any five reward systems. (10 marks)
- b. Globalization is a trend in which the economic, political and cultural activities of people in different countries increasingly influence each other and become independent. In relation to this statement, explain five advantages of globalization. (10 marks)

### **QUESTION THREE (20 MARKS)**

- a. Discuss five forms of family as applied in sociology. (10 marks)
- b. Industrialization has had significant benefits on human development in Kenya that emanated from education patterns and skills formation. Explain the challenges of industrialization to human development. (10 marks)

### **QUESTION FOUR (20 MARKS)**

- a. Compose any five characteristics found in a good working relationship used to gauge the strength of your current professional relationships. (10 marks)
- b. Discuss five importance of employee relationship management. (10 marks)