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University Examinations 2023/2024

SECOND YEAR SECOND SEMESTER EXAMINATION FOR THE DEGREE OF
BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

BBR 3253: JOB DESIGN AND EVALUATION

DATE: APRIL 2024

TIME: 2 HOURS

INSTRUCTIONS: Answer question *one* and any other *two* questions

QUESTION ONE (30 MARKS)

- Describe the importance of job analysis in an organization (10 marks)
- Explain with examples hierarchical order of job structures in the context of job design and evaluation (10 marks)
- As a HR manager explain where do you apply aspects of Job Specification in an organization (10 marks)

QUESTION TWO (20 MARKS)

- Explain 4 key factors you can consider when determining an appropriate compensation for a position in an organization. (10 marks)
- 'Organizations have to continuously re-design jobs for effectiveness.' Justify this practice (10 marks)

QUESTION THREE (20 MARKS)

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a) Describe various methods and techniques used in Job Analysis in an organization

(10 Marks)

b) As a manager, which behavioral factors would you consider while designing job in order to ensure labour productivity at the workplace

(10 marks)

QUESTION FOUR (20 MARKS)

a) Organizations use various job designing techniques in order to balance the productivity and job satisfactions. Compare and contrast the techniques of job enlargement and job enrichment in job designing.

(10 marks)

b) Explain the 5 conventional steps in Job evaluation processes in HRM

(10 marks)

QUESTION FIVE (20 MARKS)

Emerging issues in the world of work have shaped the way work is done as opposed to traditional face to face. Analyze these issues in the contexts of job designing in organizations (20 marks)