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**NATIONAL OPEN UNIVERSITY OF NIGERIA**

**14-16 AHMADU BELLO WAY, VICTORIA ISLAND LAGOS**

 **SCHOOL OF MANAGEMENT SCIENCES**

**MAY/JUNE 2012 EXAMINATION**

ENT 325 HUMAN RESOURCES MANAGEMENT PRINCIPLE

Time Allowed : 2hours

Instructions

 Attempt any 3 question of your choice. Each question carries 23.3 marks. Present your answer legibly and logically using relevant examples.

1. Write short notes on the following terms:

 i) Job design

 ii) Job Enlargement

 iii) Job Enrichment

 iv) Job Rotation

 (23 ½ )

2. Explain the various types of selection examination in human resources management. (23.3 marks )

3. Mention Five and explain the major characteristics of the trait theory of leadership. (23 .3marks)

4. (a) What is organizational culture?

 (b) Identify and explain the major characteristics of organizational culture. ( 23 .3marks )

5a. Explain the qualities and qualifications necessary for a personnel manager?

5b. Explain in detail the significance of personnel department in the organizational structure of an industry. ( 23.3marks)