



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
2020_1 EXAMINATION

COURSE CODE: BUS 325

COURSE TITLE: HUMAN RESOURCE MANAGEMENT PRINCIPLE

CREDIT UNIT: 3

INSTRUCTION:

1. Indicate your Matriculation Number clearly
2. Attempt question one (1) and any other three (3) questions; four questions in all
3. Question one (1) is compulsory and carries 25 marks, while the other questions carry 15 marks each.
4. Present all your points in a coherent and orderly Manner

TIME ALLOWED: 2½ Hours

- 1a. List and briefly explain the essential criteria for effective examination and give brief description of each **10mark**
- b. Critically explain the term recruitment. **5marks**
- c. Explain recruitment open to public agency. **10marks**
- 2a. Describe in-service? **5marks**
- b. Explain the (3) methods of carrying out in-service training. **5marks**
- c. Enumerates three (3) types of training in an organization **5marks**
- 3a. Define and explain performance appraisal. **5marks**
- b. Why is an appraisal factor considered in appraising an employee? **10marks**
- 4a. Describe the basis of compensation and reward as a tool of management. **10marks**
- b. Explain the aims and objectives of reward management **5marks**
5. State using logical examples Nigerian situation in rewards management system. **15marks**
6. Critically analyse Carrot and stick theory of motivation according to McGregor. **15marks**