



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

**Course Code: BUS809**

**Course Title: HUMAN RESOURCE MANAGEMENT**

**Credit Unit: 2**

**Instructions:**

- 1. Indicate your Matriculation Number clearly**
- 2. Attempt Question 1 and any other two (2) questions**
- 3. Question 1 is compulsory and carries 30 marks while the other 2 questions carry 20marks each**
- 4. Present all your points in coherent and orderly manner**

**Time Allowed: 2 Hours**

- 1- (a) From Adopt Guest (1987) model, demonstrate the basic comparison between HRM and Personnel Management. **(15marks)**  
(b) Discuss major steps in designing and implementing training and development. **(10 marks)**  
(c) State five importance of performance appraisal. **(5marks)**
- 2- (a) Discuss five effects of external environment that influence HRM practice- **(10marks)**  
(b) State five benefits of learning and development to HRM practices. **(10marks)**
- 3- (a) What is tactical human resource actions plan? **10 marks**
- 4- (b) Identify and explain four HRM tactical plans. **(10 marks)**
- 5- (a) Discuss two major approaches or theories to organizational entry. **(10 marks)**  
(b) Discuss main components of employees' compensation. **(10 marks)**
- 6- Identify and explain four importance of Job Analysis to HRM functions. **(10marks)**  
(b) Explain the integrative function of job analysis in HRM functions. **(10marks)**