



ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE

FACULTY: HUMANITIES, SOCIAL AND MANAGEMENT SCIENCE

DEPARTMENT: HUMAN RESOURCE MANAGEMENT

FIRST SEMESTER EXAMINATION

2020/2021 ACADEMIC SESSION

COURSE CODE: HRM 101

COURSE TITLE: Foundations of Human Resource Management

DURATION: 2 HOURS 30 MINUTES

INSTRUCTION: ANSWER THREE QUESTIONS ONLY

1. (i) Human Resource Management (HRM) focuses on all activities associated with the management of employment relationship in an organisation. Discuss
(ii) Name five HRM personnel and examine their roles and responsibilities in an organisation
(ii) From a theoretical perspective, examine five criticisms of HRM in academic circles
2. (i) It is often argued in theory that the concept 'HRM' is being used as a synonym for what used to be called personnel management (PM). From a critical viewpoint, discuss the differences between 'HRM' and 'PM' if any exist.
(ii) Conceptualize the Hard and Soft approach to HRM
3. (i) What is a theory? Critically examine five underpinning theories of HRM.
(ii) What is psychological contract?
(iii) In practice, what is strategic HRM?
4. (i) Discuss in a chronological order, the growth and development of HRM in Nigeria.
(ii) Critically explain and explicitly state your concerns about the state of HRM development in Nigeria.
5. Human resource managers are responsible for meeting various distinct sets of organisational objectives. Mention and discuss ten functions of HRM that are integral to organisational performance.