



**ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE
FACULTY OF SOCIAL AND MANAGEMENT SCIENCES
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

2020/2021 First Semester Examination

COURSE CODE: HRM 415

COURSE TITLE: Applied Human Resource Management

TIME ALLOWED: 2 Hours 30 Minutes

INSTRUCTION: Answer ANY Three (3) Questions in all.

1. In order to embark on a successful Human Resource Planning effort, organisation's overall strategy must be considered. Present a discussion on how organisation's overall strategy can be linked to HR planning.
2. An effective compensation system should be adequate, equitable, incentive-producing and cost-effective to the organisation. However, determination of compensation package is influenced by both the internal and external factors. Discuss.
3. (a) Taylor (2002) puts forward some forms of planning exercise that managers may undertake in order to achieve practical organisational objectives. Discuss
(b) Human Resource Forecasting should be done over three planning periods. Enunciate with relevant examples
4. An emerging challenge in Human Resource Management is ensuring the wellbeing of employees which may be affected by certain forces. Discuss five specific efforts that organisations can take to manage work-related wellbeing.
5. Job design, as a crucial human resource role, can be chaotic in a diverse workforce. With relevant examples, discuss the available options for job design that can accommodate diversity in workforce composition.