



BOWEN UNIVERSITY, IWO

College of Management and Social Sciences

Industrial Relations & Personnel Management Programme

First Semester 2021/2022 Examination

Level	: 300
Course Title	: Human Resource Management I
Course Code	: IRP 301
Instruction	: Answer Any 4 Questions
Time Allowed	: 2½ Hours
Date	: 10 th March, 2022

1. a) Career Management is part of the core responsibilities of Human Resources.
How will you describe it? **5 Marks**
- b) Describe the Career Lifecycle as identified by Hall (1984) and show the Career lifecycle curves. **12½ Marks**
2. a) Manpower supply is expected to be adequate so as to enhance the attainment of Organizational goals. How will you explain the War of Talent? Give 4 reasons for War of Talents? **7 ½ Marks**
- b) Identify five ways of winning the War of Talent **10 Marks**
3. a) Explain 5 development approaches. **10 Marks**
- b) Differentiate between training and development **7 ½ Marks**
4. a) Describe two approaches to Knowledge Management. **10 Marks**
- b) Knowledge management is germane in every organization. How will you describe Knowledge Management? Give four examples of knowledge management issues. **7 ½ Marks**
5. a) Write short notes on the following;
i. Management Succession ii. Career Planning iii. Job Analysis
iv. Human Resources Management v. Reward Management **15 Marks**
- b) Outline 5 examples of training. **2½ Marks**