



**BOWEN UNIVERSITY, IWO**  
College of Management and Social Sciences  
Industrial Relations & Personnel Mgt. Programme  
Second Semester 2021/2022 Examination

<b>Level</b>	: 400
<b>Course Title</b>	: Human Resource Management II
<b>Course Code</b>	: IRP 402
<b>Credit</b>	: 2
<b>Instruction</b>	: Answer Question 1 and any other Two Questions
<b>Time Allowed</b>	: 2 Hours
<b>Date</b>	: Friday, 8 <sup>th</sup> July 2022

1. a. Christhanks Nigeria Ltd advertised in one of the Nigerian dailies for the post of Human resource manager. The individual is expected to perform various staffing functions ranging from recruitment, selection, induction of new staff, performance appraisal etc. The applicant should not be more than 25 years of age, with minimum of Master's degree in any related field with not less than five years of experience. Also, the applicant is expected to be a member of the Chartered Institute of Personnel Management. Such an individual must possess adequate communication skill and should be able to resume work at 8am to leave latest by 6pm and he/she must be medically fit.

**Required**

- (a) What type of recruitment is being adopted by Christhanks Nigeria Ltd?
  - (b) State the source of recruitment that is being adopted.
  - (c) Five years of experience in the case study refers to what aspect of job analysis?
  - (d) What sentence in the case study exemplifies job description of the Human Resource Manager?
  - (e) Being medically fit suggest which component of job analysis?
  - (f) Age limit represent which component.
  - (g) Minimum of a Master's degree in any related field implies?
  - (h) Membership of the Chartered Institute of Personnel Management represents what component of job analysis? 3 Marks each = (24 Marks)
- b. Outline six (6) sources of recruitment. 1 Mark each = (6 Marks)