

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD DIPLOMA IN PROCUREMENT AND LOGISTICS MANAGEMENT

DPLM 0214: FOUNDATIONS OF MANAGEMENT IN PROCUREMENT

STREAMS: Y2S1

TIME: 2 HOURS

DAY/DATE: WEDNESDAY 12/04/2023

8.30 A.M – 10.30 A.M

INSTRUCTIONS:

Answer question one and any other two questions

Question one

- (a) Learning is a process that involves the acquisition of skills, concepts, rules and attitudes. Describe the principles of learning. [8 marks]
- (b) Development is the process of acquiring experience and skills to remain an effective employee. Explain the methods used by companies to develop their employees. [8 marks]
- (c) Describe the nature of management. [6 marks]
- (d) Job analysis is the process of reporting pertinent information relating to the nature of a specific job. Discuss the purpose of job analysis. [8 marks]

QUESTION TWO

- (a) Explain the different types of orientation and state any four materials that are included in the orientation kit. [7 marks]

- (b) Highlight the advantages and disadvantages of internal sources or recruitment. [8 marks]
- (c) Discuss the limitations involved when conducting human resource planning.

[5 marks]

QUESTION THREE

- (a) You have been approached by a company to explain the different methods that they can employ to appraise their employees. Explain any five methods of performance appraisal. [8 marks]
- (b) Despite the union creating a good relation between the employer and employees and ensuring that employees are well paid. Employees are still hesitant to join unions. Explain why. [6 marks]
- (c) Leadership is the process of influencing behaviour to achieve organization objectives. Discuss the various theories of leadership. [6 marks]

QUESTION FOUR

- (a) An organization decided to carry out a research on why the performance of the organization was not improving and thus decided to implement pay for performance strategy in order to motivate employees to work so that the company's performance can improve. Discuss the conditions that must be filled when implementing pay for performance. [6 marks]
 - (b) Despite an organization taking action against employees who have violated organization rules, some employees are still indiscipline engaging in unethical conduct. State the reasons for this. [6 marks]
 - (c) Organizing is the process of grouping closely related activities together and assigning competent persons to achieve the objectives. Discuss the process of organizing. [8 marks]
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