

LAGOS CITY POLYTECHNIC, IKEJA
SCHOOL OF MANAGMENT AND BUSINESS STUDIES
DEPARTMENT OF BUSINESS ADMINISTRATION
2013/2014 FIRST SEMESTER EXAMINATION

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| COURSE TITLE: HUMAN CAPITAL MGT | NO OF QUESTIONS: 7 |
| COURSE CODE: BAM 314 | TIME ALLOWED: 2½ HRS |
| FOR WHOM: HND IBAM FT | INSTRUCTIONS: ANSWER ANY FIVE QUESTIONS. |

1. Discuss the key activities of HCM and the roles of HCM in organisations.

2. (a) What do you understand by the concept of job design?
(b) Explain the organisational and behaviour elements of job design.

3. (i) Differentiate between overspecialization and under specialisation.
(ii) What are barriers to quality of worklife?

4. Administration of tests is a critical process of selection process, what are the types of tests an organization can use.

5. (a) The survival of any organization is function of the quality of employee recruited.
(b) What are the sources of recruitment open to an organization with their pros and con.

6. (a) Define demand and supply for labour in human capital management.
(b) What are the factors determining the supply and demand of labour

7. It is assumed that work life will enhance employees productivity, what factors do you think will positively and negatively bring about quality work life.