



# THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

*The Chancellor of the University with the approval of the Senate upon the recommendations of the School of Business*

*has, at the 39<sup>th</sup> Congregation, conferred the degree of*

## **BACHELOR OF COMMERCE**

**(Human Resource Management)**

**Second Class Honours, Lower Division**

**on**

**Epaphras Eliphace Malale**

**Registration Number: 1032390**

**Completion Date: 31<sup>st</sup> of August 2020**

*IN WITNESS WHEREOF, The Trustees of the University have caused this certificate to be signed by duly authorised officers and authorised the seal of the University to be affixed thereto.*

**Nairobi, 27<sup>th</sup> of November 2020**

Chancellor

Deputy Vice Chancellor  
(Academic Affairs & Research)

Vice Chancellor

Serial No. 35949

**EVALYNE WANJA GICHERO**  
**ADVOCATE**  
**EVA GICHERO & CO. ADVOCATES**  
**P.O. Box 21991 - 00505 NAIROBI**

**I CERTIFY THAT THIS IS A  
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**ADVOCATE**



Serial No. 12659



# THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

## A. M. E. C. E. A

OFFICE OF THE ACADEMIC REGISTRAR

P. O. Box 62157  
Nairobi, 00200, Kenya  
Telephone: 020-891601-6  
Fax: 254-020-891261  
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Website: www.cuea.edu

### ACADEMIC TRANSCRIPT

Full Name: Epaphras Eliphace Malale

Admission Number: 1032390

Faculty: School of Business

Academic Year: 2017-2019

Programme: Bachelor of Commerce

MAY JUL 2016/2017				
UNIT CODE	COURSE DESCRIPTION	MARKS	GRADE	CREDIT
GS 100	CHRISTIAN ETHICS	58	C	3
CEC 111	INTRODUCTION TO MICROECONOMICS	59	C	3

JAN APR 2017/2018				
UNIT CODE	COURSE DESCRIPTION	MARKS	GRADE	CREDIT
CMK 121	PRINCIPLES OF MARKETING	60	B	3
CMM 222	ORGANIZATIONAL DEVELOPMENT	62	B	3
CIS 111	INTRODUCTION TO INFORMATION TECHNOLOGY	63	B	3
CMM 211	ORGANIZATIONAL BEHAVIOUR	68	B	3
CMM 112	PRINCIPLES OF COMMERCIAL LAW	61	B	3

MAY JUL 2017/2018				
UNIT CODE	COURSE DESCRIPTION	MARKS	GRADE	CREDIT
CMM 111	PRINCIPLES OF MANAGEMENT	50	C	3
CAC 111	BASIC ACCOUNTING	68	B	3

AUG DEC 2018/2019				
UNIT CODE	COURSE DESCRIPTION	MARKS	GRADE	CREDIT
CMM 321	ENTREPRENEURSHIP	65	B	3
GS 103	INTRODUCTION TO THE BIBLE	62	B	3
CMH 311	HUMAN RESOURCE MANAGEMENT	51	C	3
CAC 211	COST ACCOUNTING	52	C	3
CMS 211	INTRODUCTION TO BUSINESS STATISTICS	60	B	3
CMK 313	MARKETING OF SERVICES	60	B	3
CMH 312	EMPLOYEE SOURCING	52	C	3
CEC 315	LABOUR ECONOMICS	67	B	3
CEC 121	INTRODUCTION TO MACROECONOMICS	69	B	3

JAN APR 2018/2019				
UNIT CODE	COURSE DESCRIPTION	MARKS	GRADE	CREDIT
CMH 321	INDUSTRIAL PSYCHOLOGY	71	A	3
CMM 411	COMPANY LAW	45	D	3
CMM 322	LABOUR LAWS	50	C	3
CMH 324	PENSION SCHEMES	52	C	3
GS 104	ENVIRONMENTAL STUDIES	40	D	3
CMM 325	BUSINESS RESEARCH METHODS	54	C	3
CIS 311	MANAGEMENT INFORMATION SYSTEMS	53	C	3
CIS 421	INTRODUCTION TO E-BUSINESS	67	B	3

**EVALYNE WANJA GICHERO**  
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ADVOCATE



## ACADEMIC TRANSCRIPT



MAY JUL 2018/2019				
UNIT CODE	COURSE DESCRIPTION	MARKS	GRADE	CREDIT
CMH 414	STAFF INTEGRATION AND SEPARATION	64	B	3
CMH 413	INDUSTRIAL RELATIONS MANAGEMENT	58	C	3
CMS 121	BUSINESS MATHEMATICS	46	D	3
CFI 221	BUSINESS FINANCE	59	C	3
CMH 412	STRATEGIC HUMAN RESOURCE MANAGEMENT	54	C	3
CMH 411	HUMAN RESOURCE DEVELOPMENT	70	A	3
CAC 121	INTRODUCTION TO FINANCIAL ACCOUNTING	61	B	3
CRP 411	RESEARCH PROJECT	55	C	3
CAC 311	INTRODUCTION TO MANAGEMENT ACCOUNTING	40	D	3

AUG DEC 2019/2020				
UNIT CODE	COURSE DESCRIPTION	MARKS	GRADE	CREDIT
CMM 425	MANAGEMENT OF CHANGE	64	B	3
CMH 421	CAREER GUIDANCE & COUNSELLING	66	B	3
CMH 423	GLOBAL HUMAN RESOURCE OPERATIONS	52	C	3
CMH 424	TOPICS IN HUMAN RESOURCE MANAGEMENT	69	B	3
CMH 422	EMPLOYEE PERFORMANCE AND REWARD	72	A	3

CONFERRED THE BACHELOR OF COMMERCE,  
(HUMAN RESOURCE MANAGEMENT OPTION)  
SECOND CLASS HONOURS, LOWER DIVISION  
AT THE 39<sup>TH</sup> GRADUATION CEREMONY  
ON 27<sup>TH</sup> NOVEMBER, 2020  
AVERAGE MARK =58.7%

## KEY TO GRADING SYSTEM

70% - 100 % = A Excellent  
60% - 69% = B Good  
50% - 59% = C Satisfactory  
40% - 49% = D Pass  
39% & Below = F Fail

EX = Exempt  
AU = Audit  
N = No Credit  
\* = Repeated Unit

Registrar

*Fr. Lonema*

Date Issued:

15/12/2020

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