



KENYATTA UNIVERSITY

EXAMINATION FOR THE DEGREE OF MASTER OF EDUCATION

EMP 805: HUMAN RESOURCES MANAGEMENT IN EDUCATION

2ND SEMESTER 2021/2022

TIME: 3 HOURS

INSTRUCTIONS:

Answer Question 1 and any other TWO (2) Questions in Section B.

SECTION A: Answer ALL Questions in this Section (30 Marks)

Question One

- a) Explain why human resources are considered the most important resource in an organization. (6 marks)
- b) Explain how Job Analysis affects
 - i. Recruitment
 - ii. Professional development of human resources in a school organization. (6 marks)
- c) State three reasons why it is important to conduct reference checks of applicants in the selection process. (6 marks)
- d) Explain the Results and Evaluation approach to evaluating the effectiveness of a teacher professional development program. (6 marks)
- e) Outline three reasons why a school should subject newly employed teachers to the process of induction and orientation. (6 marks)

SECTION B: Answer ANY TWO Questions in this Section (40 Marks)

Question Two

- a) "A needs analysis should precede the planning and execution of a training programme." Explain. (5 marks)
- b) Discuss five reasons why the interview approach is a poor predictor of the job performance in the selection process. (15 marks)

Question Three

- a) Explain (i) Observation (ii) Interviews (iii) Questionnaires as job analysis techniques. (8 marks)
- b) Explain four objectives of human resources management in a school organization. (12 marks)

Question Four

- a) Discuss four reasons why motivation of school staff is important. (12 marks)
- b) Explain four ways Continuing Professional Development of teachers can improve the quality of education. (8 marks)

Question Five

- a) Discuss the steps a school can adopt in selecting non-teaching staff for a job position. (12 marks)
- b) Explain how a school management can promote cordial and harmonious working relationship among all staff members. (8 marks)