



KENYATTA UNIVERSITY
CONTINUING EDUCATION PROGRAMME (CEP) 2023/2024
EXAMINATION FOR THE DEGREE OF MASTER OF EDUCATION
EMP 805: HUMAN RESOURCE MANAGEMENT

APRIL 2024 SESSION

TIME: 3 HOURS

INSTRUCTIONS: Answer **ALL** questions in section A and any **TWO** questions in Section B

Section A (30 marks)

Answer one question in this section.

- Q1. a) Distinguish between Job Design and Job Analysis. (6 marks)
- b) Explain two objectives of human resource planning in the school organization. (6 marks)
- c) State two ways the recruitment of teachers is based on Job Analysis. (6 marks)
- d) Give two reasons why the selection interviews is beneficial in identifying a teacher for employment. (6 marks)
- e) What two benefits does the Teacher Service Commission gain in promoting teacher professional development. (6 marks)

Section B (40 marks)

Answer any Two questions in this Section.

- Q2. Discuss five (5) ways the Teacher Service Commission could enhance the quality of continuing Teacher Professional Development to ensure quality implementation of Competency Based Curriculum. (20 marks)
- Q3. a) Explain two external sources of recruitment. (5 marks)
- b) A school seeks to employ a professional school counselor. What five questions would you ask the potential school counselors and why? (15 marks)
- Q4. a) Explain five benefits of teacher performance appraisal. (10 marks)
- b) Highlight five roles of the school principal in human resources management. (5 marks)
- Q5. Critically discuss five (5) causes of indiscipline among teachers and suggest ways of minimizing each cause. (20 marks)