



KENYATTA UNIVERSITY

UNIVERSITY EXAMINATIONS 2015/2016

THIRD SEMESTER EXAMINATION FOR THE DEGREE OF MASTER OF EDUCATION

EMP 805: HUMAN RESOURCE MANAGEMENT

DATE: Monday 1st August 2016

TIME: 2.00p.m -5.00p.m

INSTRUCTIONS:

Answer question ONE and any OTHER TWO questions.

1. a) Distinguish between Human Resource Management and Personnel Management. [4marks]
b) Outline four factors that determine Human Resource Planning in a school. [4marks]
c) Explain three ways the principles of scientific management are applicable to Human Resource Management in a School Organization. [6marks]
d) Using appropriate examples explain trend analysis and ratio analysis in Human Resource Management. [6marks]
e) Explain the importance of Human Resource Management in the school environment. [4marks]
f) Outline the importance of performance appraisal. [6marks]
2. a) Explain the social and political factors that have made staff training and development more important today than in the past. [12marks]
b) Teachers attending a training course were asked to evaluate course by means of a questionnaire. Discuss three pros and three cone of their approach. [6marks]
3. a) Why do teachers need professional development. [14marks]
b) Discuss the importance of professional development. [14marks]
4. a) Discuss internal recruitment. [14marks]
b) Explain how you would conduct job analysis for members of staff. [6marks]
5. Discuss four types of discipline actions and discipline process in a school. [20marks]