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Knowledge for Development

FACULTY OF EDUCATION AND SOCIAL SCIENCES

DEPARTMENT OF EDUCATION FOUNDATIONS

2013/2014 ACADEMIC YEAR

SEMESTER MAIN EXAMINATION

MASTERS OF EDUCATIONAL MANAGEMENT & POLICY STUDIES

COURSE CODE: EPM 827

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

INSTRUCTIONS

- Question one in Section A is Compulsory
- Answer any two Questions from Section B

SECTION A

1. a) Identify and discuss major sources of recruitment and point out merits and demerits associated with each. (5Marks)
- b) Discuss how technology can be used to improve the management of human resources in a training institution (7Marks)
- c) Training and retraining is a non-recoverable expenditure. With supported arguments examine this statement. (8 Marks)

SECTION B

2. Mr Wandili is opening a multi-million shillings business organization next week. You are a widely praised Human Resource management consultant. You have been approached to be a Human Resource Manager in this proposed organization. Discuss your role in this organization. (20 Marks)
3. Elgon food processing Company has just begun operating. It has employed only specialized staff. Discuss how you will locate salaries to various jobs and the factors that you shall consider in determining the pay to the staff of this Company. (20 Marks)
4. a) Discuss job Analysis and clearly point out its role in selection and placement of employees. (10Marks)
- b) The Maslow hierarchy of needs theory is widely known for its contribution to management of employees. Discuss what is contained in this theory of motivation and show why you think motivation is the key to enhancement employee productivity in Kenya. (10 Marks)