



KIBABII UNIVERSITY COLLEGE

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UNIVERSITY EXAMINATION

2013/2014 ACADEMIC YEAR

FIRST YEAR SECOND SEMESTER EXAMINATIONS

MASTER OF EDUCATION DEGREE

EDUCATIONAL MANAGEMENT AND POLICY

COURSE CODE: EPM 827

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE: 29TH APRIL 2014

TIME: 9:00A.M. – 12 NOON

INSTRUCTIONS

- **Answer any three Questions**

Question 1

- a) Explain any five authority areas of the human resource manager. (5mks)
- b) Explain the difference between a job description and a job specification and how they are related. (7mks)
- c) “Health, safety and welfare provision have an impact on employee’s performance in any organization”. Discuss. (8mks)

Question 2

Discuss the importance of an analysis of training needs as a foundation for effective training within an organization. (20mks)

Question 3

- a) Using relevant examples, explain some of the areas of appraisal for: a teacher, head of department, bursar, deputy principal and school principal. (10mks)
- b) Discuss the challenges that may hinder a school from becoming a performance driven organization (10mks)

Question 4

- a) “It is better to recruit new employees rather than moving the existing ones upwards in the ladder of the managerial hierarchy” Discuss (10mks)
- b) Flamingo Fish processing Company has just begun operating. It has employed only specialized staff. You are the Human Resource Manager in this new organization. Discuss the factors that you should consider in determining the pay to the staff of this Company. (10mks)