



KIBABII UNIVERSITY

**UNIVERSITY EXAMINATION
ACADEMIC YEAR 2020/2021**

FIRST YEAR SECOND SEMESTER REGULAR EXAMINATION

MASTERS OF EDUCATION IN EDUCATIONAL PLANNING AND MANAGEMENT

**COURSE CODE: EPM 827 COURSE TITLE: HUMAN RESOURCE MANAGEMENT IN
EDUCATION**

DATE: 4th OCTOBER, 2021 TIME 2.00PM-5.00PM

DURATION: 3HOURS

INSTRUCTIONS: Answer Question One (compulsory) and Any other TWO (2) Questions

1. a) Write short notes on the following concepts (18marks)

- i) Job analysis
- ii) Job enrichment
- iii) Job description

b) Using examples, discuss how Maslow's theory of motivation may be used by managers to motivate its workers in the organization (12 marks)

2 a) Describe the principle steps of employees' selection process (5 marks)

b) Training in human resource is a dynamic and not a static process. It ought to be encouraged in all organizations. Discuss the challenges of training in organizations and suggest solution for each challenge (10marks)

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- 3 a) Discuss five important reasons for carrying out performance appraisal (5marks)
- b) Critically assess how an effective recruitment and selection procedures can contribute to the success of a school (10marks)

4. Briefly explain the following concepts: (5 marks)

- a) Performance appraisal
- b) Staffing
- c) Human capital
- d) Compensation
- e) Career planning

b) Describe the importance of training and development in an organization (10 marks)

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 This Paper Consists of 3 Printed Pages. Please Turn Over.