



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE
AND TECHNOLOGY**

UNIVERSITY EXAMINATION 2012/2013

**1ST YEAR 1ST SEMESTER EXAMINATION FOR THE DEGREE
OF MASTER OF EDUCATION ADMINISTRATION**

KISUMU LEARNING CENTRE

COURSE CODE: EMA 834

TITLE: HUMAN RESOURCE MANAGEMENT IN EDUCATION

DATE: 1/5/2013

TIME: 9.00-12.00NOON

DURATION: 3 HOURS

INSTRUCTIONS

- 1. This paper contains FIVE (5) questions**
- 2. Answer question 1 (Compulsory) and ANY other 2 Questions**
- 3. Write all answers in the booklet provided**

1. (a) Distinguish between training and development in Human Resource Management. (8mks)

(b) Discuss the various Human Resource Development Strategies and their application by educational institutions in the developing world. (12 mks)

2. (a) Define 'selection' in HRM. (4 mks)

(b) Discuss the Human Resource Selection process in institutions of basic education in Kenya and suggest possible policy improvements. (16 mks)

3. (a) Critically assess the teacher recruitment policies and processes in educational institutions in Kenya today. (10 mks)

(b) With appropriate examples, show how you would plan an "ideal" recruitment process for an educational institution. (10 mks)

4. (a) Explain the meaning of Performance Management. (6 mks)

(b) Discuss the application of Performance Contracting and Performance Appraisal systems in the management of human resource in educational institutions in Kenya. (14mks)

5. (a) Distinguish between collective bargaining and conflict resolution? (8 mks)

(b) Discuss the role of trade unions on the management of basic education in Kenya, citing reasons for their successes and/ or failures. (12 mks)