



**JARAMOGI ODINGA OGINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**SCHOOL OF EDUCATION**  
**UNIVERSITY EXAMINATION FOR THE MASTER DEGREE IN EDUCATIONAL**  
**ADMINISTRATION**

**MAIN CAMPUS, SCHOOL BASED**

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**COURSE CODE: EMA 834**

**COURSE TITLE: HUMAN RESOURCE MANAGEMENT**

**DATE APRIL, 2017**

**STREAM: BED (Arts)**

**TIME: 2HOURS**

**EXAM SESSION: .....**

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**Instructions:**

**1 Answer question ONE (COMPULSORY) and ANY other TWO questions.**

**2 Candidates are advised not to write on the question paper.**

**3 Candidate must hand in their answer booklets to the invigilator while in the examination room.**

1a. Define the term SELECTION in Human Resource Management (4 marks).

b. Discuss the Human resource Selection Process in institutions of basic education in Kenya and suggest possible policy improvements. (16 marks).

2. As a Principal of a public secondary school, explain circumstances that would warrant the use of Theory X and Theory Y in a school situation. (20 marks).

3. Discuss challenges facing head teachers during staff appraisals in schools in Kenya. (20 marks).

4a. Explain how a school principal may enhance teamwork among his/her staff (10 marks).

b. Discuss deterrents to teamwork in a school despite efforts to encourage it as in (a) above (10 marks).

5. Explain how a School Principal would apply motivation theories to a school environment to motivate both teachers and students