

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

**MASTER OF EDUCATION IN EDUCATIONAL ADMINISTRATION**

**END OF SEMESTER EXAMINATIONS (APRIL - 2014)**

**COURSE: EMA 834 HUMAN RESOURCE MANAGEMENT IN EDUCATION**

**INSTRUCTIONS: ANSWER ANY THREE QUESTIONS IN THIS PAPER**

1. (a) Distinguish between personnel management and Human Resource Management. (8mks)  
  
(b) Discuss the functions of a principal of a secondary school while carrying out managerial tasks. (12 mks)
2. (a) Define the term management. ( 4 mks)  
  
(b) Discuss the importance Human Resource Management Training to the principals of secondary schools in Kenya. ( 16 mks)
3. (a) Critically asses 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 how Herzberg’s motivation theory is being applied in secondary schools. ( 10 mks )  
  
(b) Discuss the ideal process tO be followedl when delegating duties in Secondary Schools ( 10mks)
5. (a) Critically analyze the weaknesses of democracy when applied in secondary school management in Kenya. ( 10 mks)  
  
(b) Discuss the importance of trade unions on the management of education in Kenya. ( 12 mks)

**END**