



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

**SCHOOL OF EDUCATION**

**UNIVERSITY EXAMINATION FOR DEGREE OF MASTER OF EDUCATION IN  
EDUCATIONAL ADMINISTRATION AND MANAGEMENT**

**1<sup>ST</sup> YEAR 1<sup>ST</sup> SEMESTER 2016/2017 ACADEMIC YEAR**

**SCHOOL BASED (KISUMU LEARNING CENTER)**

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**COURSE CODE: EMA 834:**

**COURSE TITLE: HUMAN RESOURCE MANAGEMENT**

**EXAM VENUE:**

**STREAM: MED**

**DATE:**

**EXAM SESSION:**

**TIME: 3.00 HOURS**

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**Instructions:**

- 1. Answer ANY 3 questions**
- 2. Candidates are advised not to write on the question paper.**
- 3. Candidates must hand in their answer booklets to the invigilator while in the examination room.**

- Q 1. Discuss how Behavioural Science Theory can be applied in a school management process. (20 mks)
- Q 2. As a principal of a secondary school, explain circumstances that would warrant the use of Theory X and Theory Y in a school situation. (20 mks)
- Q 3. Explain how motivation programs in schools influence students' academic achievement. (20 mks)
- Q 4. (a). Explain the steps that are necessary in planning INSET Programs. (10 mks)  
(b). Discuss the importance of INSET to Human Resource Management in Secondary Schools. (10 mks)
- Q 5. Discuss the challenges facing head teachers during staff appraisals in schools in Kenya. (20 mks)

**END**