

JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

SCHOOL OF EDUCATION

UNIVERSITY EXAMINATION FOR THE DEGREE OF MASTER OF EDUCATION IN ADMINISTRATION AND MANAGEMENT 1STYEAR 1STSEMESTER 2017/2018 ACADEMIC YEAR MAIN CAMPUS-INSTITUTIONAL BASED

COURSE CODE: EMA 834

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

EXAM VENUE: STREAM: (MED.)

DATE: EXAM SESSION: DEC. 2018

TIME: 3 HOURS

Instructions:

- 1. Answer ANY THREE (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.

QUESTION 1

- a). Distinguish between personal management and human resource management. (5marks)
- b). Discuss the functions of a Principal in the Kenyan Education System. (15 marks)

QUESTION 2

(a). Explain the causes of conflict among the teaching staff in a secondary school set-up.

(10 marks)

(b). Discuss how principles of managing rumors can be used by an administrator to diffuse rumors in a school set up. (10 marks)

QUESTION 3

Teacher attrition has been a problem that affects staff balancing in Kenya. With relevant examples, discuss how principals of high schools can help the Teachers Service Commission to stop this problem. (20 marks)

QUESTION 4

Identify one motivation theory and explain how it can be used by principals in secondary schools to motivate support staff in the Educational Institutions in Kenya. (20 marks)

QUESTION 5

Explain the reasons why Principals in Kenya cannot purely apply democratic system of administration when managing teachers in secondary schools. (20 marks)

END