



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY
SCHOOL OF HEALTH SCIENCES**

**UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE
PUBLIC HEALTH/ COMMUNITY HEALTH AND DEVELOPMENT**

4th YEAR 2nd SEMESTER 2018/2019 ACADEMIC YEAR

KISII CAMPUS

COURSE CODE: ABA 433

COURSE TITLE: EMPLOYEE DEVELOPMENT AND CAREERS MANAGEMENT

EXAM VENUE :

STREAM : (BSc. P. Health / Comm Hlth & Dev)

DATE : 24/4/19

EXAM SESSION: 9.00 – 11.00AM

TIME : 1 ½ HOURS

Instructions:

- 1. Answer all questions in section A and any other 2 questions in Section B.**
- 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**

SECTION A Answer all questions in this section (30 marks)

- 1(a). Discuss the primary elements of employee compensation and benefits your strategic objectives (8mrks)
- (b) Explain the various functions of Human Resource Development (8mrks)
- (c). The field of employee development faces many challenges. Discuss (5mrks)
- (d) Briefly discuss 6 types of separation in an organization by an employee (3mrks)
- (e) An organization must formulate policies for successful compensation system since policies are strongly influenced by the organizations objectives and its environments. Discus (6mrks)

SECTION B Answer any two Questions (40 Marks)

- 2 (a) Discuss the legal issues associated with performance appraisal (8mrks)
- (b) Define features, process and methods of Job evaluation (12mrks)
- 3 (a) Critically analyze the theories of motivation and give light why employees should be motivated.. (20mrks)
- 4 (a) Define training and outline the principles and methods of training in an organization of your choice (12mrks)
- (b) Mention the current trends in employee developments. (8mrks)
5. Discuss the various methods of performance appraisal giving merits and demerits of each (20mrks)