



JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY
SCHOOL OF EDUCATION
UNIVERSITY EXAMINATION FOR THE DEGREE OF MASTER OF EDUCATION IN
ADMINISTRATION AND MANAGEMENT
1ST YEAR 1ST SEMESTER 2018/2019 ACADEMIC YEAR
MAIN/KISUMU CAMPUS-INSTITUTIONAL BASED

COURSE CODE: EMA 834

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE: 26/ 08/19

EXAMS SESSION: 2.00 – 5.00 PM

TIME: 3 HOURS

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.**

QUESTION 1

a). Differentiate between personnel management and human resource management. (5 marks)

b). Discuss the functions of a Principal in the Kenyan Education System. (15 marks)

QUESTION 2

(a). Explain the causes of conflict among 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

With relevant examples, discuss how principals of high schools can help the Teachers' Service Commission to stop the problem of teacher attrition in order to improve on staff balancing in Kenya

(20 marks)

QUESTION 4

Discuss how McGregor's Participation Theory can be used by principals in secondary schools to motivate support staff in the Educational Institutions in Kenya (20 marks)

QUESTION 5

As a principal in a Kenyan Secondary School, discuss why it is not feasible to purely apply democratic system of administration when managing teachers in your school. (20 marks)

END