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**GABA CAMPUS – ELDORET**  
**MAIN EXAMINATION**  
**MAY – AUGUST 2022 TRIMESTER**  
**FACULTY OF EDUCATION**  
**DEPARTMENT OF POSTGRADUATE STUDIES IN EDUCATION**  
**ED 514: HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT IN**  
**EDUCATION**

<b>Date:</b> July 2022	<b>Duration:</b> 3 Hours
<b>Instructions:</b> Answer any <b>FOUR</b> Questions	

**QUESTION ONE**

Using relevant examples differentiate between Human Resource Management and Personnel Management **(17.5 Marks)**

**QUESTION TWO**

Job analysis is the basis for job description, job specification and job evaluation. Critically assess the approaches for gathering information concerning job analysis **(17.5 Marks)**

**QUESTION THREE**

Termination of employees from employment can be a method of maintaining the workforce. Discuss **(17.5 Marks)**

**QUESTION FOUR**

A manager's ethical standards are the basic requirements for good human relations in workplace. Evaluate this statement. **(17.5 Marks)**

## **QUESTION FIVE**

One controversial method of evaluating employees is the ranking systems such as 'A' for outstanding, 'B' for high performance, 'C' for need of improvement. Assess this statement in light of use of multiple raters in performance appraisal.

**(17.5 Marks)**

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