



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

A. M. E. C. E. A

MAIN EXAMINATION

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JANUARY – APRIL 2018 TRIMESTER

FACULTY OF EDUCATION

DEPARTMENT OF POSTGRADUATE STUDIES IN EDUCATION

REGULAR PROGRAMME

ED 514: HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT

Date: APRIL 2018

Duration: 3 Hours

INSTRUCTIONS: Answer any FOUR Questions

- Q1. You have been asked to give a talk in a Conference of the Principals of schools on Planning for Job Structuring, specifically on **job analysis** and **job design**. Describe the main elements you would consider in your talk. **(17.5 marks)**
- Q2. Examine the influence of globalization, technological advancement, workforce diversity and legislation on the task of Human Resource Managers and suggest solutions to these challenges. **(17.5 marks)**
- Q3. With examples, explain the Human Resource Forecasting techniques schools' Principals can employ to estimate labour requirements for their schools in future. **(17.5 marks)**
- Q4. One of the duties of a Human Resource manager (HRM) is to conduct the systematic, periodic and an impartial rating of an employee's excellence in matters pertaining to his/her job and his potential for a better job. You have been made a HRM of one of the educational institutions in your country. With examples, describe how you will perform this duty precisely. **(17.5 marks)**
- Q5. You have been made the Principal of one of the secondary schools in your country. With relevant examples, explain how you would maintain teaching and non-teaching employees effectively at your school. **(17.5 marks)**

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