



**AMREF INTERNATIONAL UNIVERSITY**

**SCHOOL OF PUBLIC HEALTH**

**DEPARTMENT OF COMMUNITY HEALTH**

**BACHELOR OF SCIENCE IN COMMUNITY HEALTH**

**END OF SEMESTER EXAMINATION AUGUST/DECEMBER 2022**

**CHP 332 HUMAN RESOURCE MANAGEMENT**

**DATE:** 30<sup>th</sup> November 2022

**TIME:** 2 hours      **Start:** 9.00 AM      **Finish:** 11.00 AM

**INSTRUCTIONS**

1. This exam is marked out of 70 marks
2. This Examination comprises TWO Sections  
**Section A:** Compulsory Question (30 Marks)  
**Section B:** Long Answer Questions (40 Marks)
3. All questions in Section A are compulsory and Answer any TWO questions in Section B
4. No movement is allowed during the examination
5. Any aspect of cheating detected during and or after the exam administration will lead to the nullification of your exam.
6. Do Not write anything on the question paper -use the back of your booklet for rough work if need be

**SECTION A: SHORT ANSWER QUESTIONS**  
**ANSWER ALL QUESTIONS – 30 MARKS**

1. Highlight the following Human Resource Management terms;
  - a) Human Resource Planning (3 marks)
  - b) A trade union (2 marks)
  - c) Motivation (2 marks)
  - d) Performance evaluation (3 marks)
2. Outline two challenges in management of Human Resources for Health (4 marks)
3. State two importance of professional accreditation in health (2 marks)
4. Name two of non-financial rewards (2 marks)
5. Differentiate between
  - a) Training and development (4 marks)
  - b) Employee relations and labour relations (4 marks)
  - c) Job description and job specification (4 marks)

**SECTION B: LONG ANSWER QUESTIONS**

**ANSWER ANY TWO QUESTIONS – 40 MARKS**

6. Describe **four** on-the-job training methods **(20 marks)**
  
7. Discuss five emerging trends in Human Resource Management **(20 marks)**
  
8. Mwanzo is a remote County characterized by poor infrastructure and insecurity. Discuss four strategies Mwanzo’s County government can put in place to attract health workers to work in Mwanzo County Referral Hospital **(20 marks)**

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