

**AMREF INTERNATIONAL UNIVERSITY  
SCHOOL OF PUBLIC HEALTH  
DEPARTMENT OF COMMUNITY HEALTH  
BACHELOR OF SCIENCE IN COMMUNITY HEALTH PRACTICE  
END OF SEMESTER EXAMINATIONS APRIL 2024**

**UNIT CODE:** CHP 332  
**UNIT NAME:** HUMAN RESOURCE MANAGEMENT  
**DATE:** 8<sup>th</sup> April 2024  
**TIME:** Two Hours      **Start:** 4.30 PM      **Finish:** 6.30 PM

**INSTRUCTIONS**

1. This exam is out of 70 marks
2. The Section A is compulsory with a Total of 30 Marks
3. Answer any TWO (2) questions in Section B
4. The exam shall take 3 hours

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

1. Define the following Human Resource Management terms;
  - a) Career development (3 marks)
  - b) A trade union (2 marks)
  - c) Performance management cycle (2 marks)
  - d) Total reward (3 marks)
2. Highlight two various ways by which employees separate themselves from an organisation they are serving. (4 marks)
3. Identify TWO of professional accreditation Bodies in health Sector (2 marks)
4. Outline TWO of financial rewards (2 marks)
5. Differentiate between
  - a) Job evaluation and Job rotation (4 marks)
  - b) Career progression and Career Development (4 marks)
  - c) Compensation programme and compensation policy (4 marks)

**SECTION B: LONG ANSWER QUESTIONS**  
**ANSWER ANY TWO QUESTIONS (40 MARKS)**

6. Describe four off-the-job training methods (20 marks)
7. Explain the importance and process of training needs assessment as an exercise that should precede training implementation. (20 marks)
8. Justify the statement that cost of training in an organization are investments rather than expenditure. (20 marks)