



**AMREF INTERNATIONAL UNIVERSITY
SCHOOL OF PUBLIC HEALTH
DEPARTMENT OF HEALTH SYSTEMS MANAGEMENT AND DEVELOPMENT
BACHELOR OF SCIENCE IN HEALTH SYSTEM MANAGEMENT AND
DEVELOPMENT
END OF SEMESTER EXAMINATIONS MAY- AUGUST 2024**

HMD 315 HUMAN RESOURCES FOR HEALTH MANAGEMENT

DATE: AUGUST 2024

TIME: 2 Hours Start: Finish:

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: ANSWER ALL QUESTIONS – 30 MARKS

1. Define the following terms
 - a) Human Resources for Health management (2 marks)
 - b) A strike (2 marks)
 - c) exit management (2 marks)
2. Identify the 4 best practices in performance management (4 marks)
3. Explain the following employee strategy components
 - a) Talent management strategy (3 marks)
 - b) Flexibility strategy (3 marks)
4. Name four employee wellness programs in contemporary institutions of health (4 marks)
5. Elaborate on 3 reasons for job analysis (6 marks)
6. Identify 4 emerging trends in Human Resource Management (4 marks)

SECTION B: ANSWER ANY TWO QUESTIONS – 40 MARKS

7. Describe the 4 steps in strategic HRH planning process (20 marks)
8. Discuss four strategies county governments in Kenya can put in place to prevent strikes among HRH (20 marks)
9. Discuss 4 approaches to development of health workforce (20 marks)