



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

**UNIT CODE:** CHP 332

**UNIT NAME:** HUMAN RESOURCE MANAGEMENT

**DATE:** MONDAY 5<sup>TH</sup> AUGUST 2024

**TIME:** TWO HOURS

**START:** 4.30 PM                      **STOP:** 6.30PM

**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. This online exam shall take TWO Hours
4. All questions in Section A are compulsory and Answer any TWO questions in Section B

**SECTION A: ANSWER ALL QUESTIONS (30 MARKS)**

1. Describe the following Human Resource Management terms;
  - a) Employee Resourcing (3 marks)
  - b) Total rewards (2 marks)
  - c) Performance appraisal (3 marks)
2. Elaborate on the following employee resourcing components
  - a) Flexibility strategy (3 marks)
  - b) Human resource planning (3 marks)
3. Identify 3 workplace health and safety hazards (3 marks)
4. Name the 5 components of effective employee rewards (5 marks)
5. Differentiate between
  - a) Training needs assessment and a training plan (4 marks)
  - b) Employee relations and labour relations (4 marks)

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

6. Describe the performance management cycle (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 retain health workers who work in Mwanzo County Referral Hospital (20 marks)