



**AMREF INTERNATIONAL UNIVERSITY**  
**SCHOOL OF PUBLIC HEALTH**  
**DEPARTMENT OF HEALTH SYSTEMS MANAGEMENT AND DEVELOPMENT**  
**MASTER OF SCIENCE IN HEALTH SYSTEMS MANAGEMENT**  
**END OF SEMESTER EXAMINATION SEPTEMBER-DECEMBER 2024**

**UNIT CODE:** HSM 718      **UNIT NAME:** HUMAN RESOURCES FOR HEALTH  
**DATE:** December 2024  
**TIME:** Three Hours      **Start:** 5:30 PM      **Finish:** 8:30 PM

**INSTRUCTIONS**

1. This exam is marked out of 100 marks
2. This Examination comprises TWO Sections  
**Section A:** Compulsory Question (25 marks)  
**Section B:** Long Answer Questions (75 marks)

**SECTION A: COMPULSORY (25 Marks)**

1. Describe five factors that make it difficult for rural and remote hospitals to attract and retain human resources for health (5 marks)
2. Outline the five broad functions of human resources for health management (5 marks)
3. Illustrate five factors that influence recruitment of health human resources (5 Marks)
4. Describe Five factors dominating the forecast and planning for human resources for health globally (5 marks)
5. Explain two characteristics of an effective performance management system (5 Marks)

**SECTION B (Set 5 Questions)**

**ANSWER ANY THREE (3) QUESTIONS (75 Marks)**

6. The ability of a developing country to meet its health goals depends largely on the Human resources deployed to organize and deliver health services. Discuss FIVE reasons why developing countries lack Human resources for health (25 marks).

7. Planning requires knowledge of the numbers of health workers who are active in the health sector, their distribution and characteristics, as well as the numbers and characteristics of those being trained and added to the human resources pool, and of those leaving the active workforce and the reasons for leaving. Based on this statement, discuss the five human resource planning processes in sequence (25 Marks)
8. The Kenyan law requires an organization to put in place safety measures at the workplace. Discuss the role of the human resources management function in maintaining a safe working environment. (25 Marks)
9. Elaborate on what is involved in the process of employee orientation, training, development and career Planning in a health institution (25 marks)
10. As a human resources expert, you have been hired by the government to design a strategic human resources management plan for the health sector. Explain five key areas you will recommend in the strategic plan for health human resources (25 Marks)