



**AMREF INTERNATIONAL UNIVERSITY
SCHOOL OF PUBLIC HEALTH
DEPARTMENT OF HEALTH SYSTEMS
BACHELOR OF SCIENCE IN HEALTH SYSTEM MANAGEMENT AND
DEVELOPMENT
END OF SEMESTER EXAMINATIONS APRIL 2026**

HMD 315 HUMAN RESOURCES FOR HEALTH MANAGEMENT
DATE: 8TH ~~XX~~ APRIL, 2026
TIME: 2 Hours **Start:** 54.00PM **Finish:** 76.00PM

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 2 hours

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

1. Describe 'gap analysis' step in strategic HRH planning process (6 marks)
2. Name three challenges in HRH data capture, analysis, and use (3 marks)
3. Name four health and safety hazards in a health institution ~~of health~~ (4 marks)
4. Explain the four stages of the performance management cycle (8 marks)
5. Name the five components of employee resourcing strategy (5 marks)
6. Identify four common employee relations issues in the health sector (4 marks)

SECTION B: LONG ANSWER QUESTIONS
ANSWER ANY TWO QUESTIONS – 40 MARKS

7. Assess the five elements in definition of Human Resources for Health Management according to *WHO, Global Strategy on Human Resources for Health: Workforce 2030* (20 marks)
8. Evaluate four emerging issues in HRH management (20 marks)
9. Analyze four importances of professional accreditation in health (20 marks)