



AMREF INTERNATIONAL UNIVERSITY
SCHOOL OF PUBLIC HEALTH
DEPARTMENT OF HEALTH SYSTEMS MANAGEMENT AND DEVELOPMENT
MASTER OF SCIENCE IN HEALTH SYSTEMS MANAGEMENT
MAIN EXAMINATION JANUARY-APRIL, 2026.

UNIT CODE: HSM 715 UNIT NAME: HEALTH CARE ORGANIZATION & MANAGEMENT

DATE: XX April, 2026

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)

Short Answer Questions

SECTION B (Set 5 Questions)

ANSWER ANY THREE (3) QUESTIONS (75 Marks)

Long Answer Questions

- 1a. State five importance that organization contribute to the society 5 Marks
- b. Delegation is necessary for an organization to exist; outline five steps involved in delegation process. 5 Marks
- c. Outline any five benefits of scientific management 5 Marks
- d. Explain any five Principles of management 5 Marks
- e. State five benefits of effective time management 5 Marks

SECTION B (Set 5 Questions)

ANSWER ANY THREE (3) QUESTIONS (75 Marks)

Long Answer Questions

2a. As a newly appointed manager who will wish to improve employee knowledge and skills to make them more competence for better production. Describe Four methods of training that are likely to be initiated in the organization 16 Marks

2b. As a manager explain any Three strategies to use in developing administrative leadership potentials among young employees in organizations. 9 Marks

3. Discuss any Five Weaknesses of the following organizational structures

- a. Functional Structure(5 marks)
- b. Divisional Structure (5 marks)
- c. Matrix Structure(5 marks)
- d. Horizontal Structure (5 marks)
- e. Geographical Structure (5 marks)

4. If change is to be implemented successfully in an organization, it needs full acceptance and cooperation from employees. Describe any five valuable ways of overcoming resistance to change. 25 Marks

5. As a newly appointed manager who wish to improve employee knowledge and skills to make them more competence for better production. Describe Five methods of training you are likely to initiate in your organization 25 Marks

6. Discuss any Five functions of management performed by managers in an organization 25 Marks