



AMREF INTERNATIONAL UNIVERSITY
SCHOOL OF PUBLIC HEALTH
DEPARTMENT OF HEALTH SYSTEMS MANAGEMENT AND DEVELOPMENT
MASTER OF SCIENCE IN HEALTH PROFESSIONS EDUCATION
END OF SEMESTER EXAMINATION APRIL 2025

**HPE 743: STRATEGIC PLANNING AND MANAGEMENT OF HUMAN RESOURCES
FOR HEALTH**

DATE: 16th APRIL, 2025

TIME: THREE HOURS **Start: 5h30 pm** **Finish 8h30 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: (Short Answer Questions)

COMPULSORY (25 Marks)

Q1. (a) Define Performance management (1 mark)

(b) Explain the importance a successful performance management program. (4 marks)

Q2) Explain four benefits of Performance Appraisal in HRH development (8 marks)

Q3. a) Explain the importance of Human Resource Planning (HRP) in a health system (2 marks)

b) The WHO's Human Resources for Health (HRH) Action Framework (HAF) is a comprehensive approach designed to help governments and health managers develop and implement strategies for an effective and sustainable health workforce. Explain three action fields addressed by this approach (6 marks)

Q4) Identify the purpose of monitoring and evaluation. (4 marks)

SECTION B (Long Answer Questions)

ANSWER ANY THREE (3) QUESTIONS (75 Marks)

Q5 a) Discuss five Key Principles of Human Resource Management for Health (HRH).

(10 marks)

b) Explain the roles of Continuous Professional Development (CPD) in ensuring a competent healthcare workforce. (15 marks)

Q6 a) Describe five applicable methods for developing Human Resource for Health (HRH). (10 marks)

b) Describe five factors that influence Supply and Demand of Human Resources for Health. (15 marks)

Q7a) Motivation of employees is essential for retention and sustenance of employees within an organization. Explain the Maslow Hierarchy of Needs theory of motivation (15marks)

b) Discuss five functions of Human Resource management (10 marks)

Q8) You are tasked with the duty of HRH planning and development in healthcare facilities of your County. Describe the procedure for formulating a strategic plan to improve the supply of human resources for health in this underserved County. (25 marks)

Q9 a) Discuss four reasons for implementing Human Resource Management (HRM) polices in a health system. (20 marks)

b) Describe five benefits of applying task-shifting and task-sharing to maximize HRH performance. (5 marks)