



AMREF INTERNATIONAL UNIVERSITY
SCHOOL OF PUBLIC HEALTH
DEPARTMENT OF HEALTH SYSTEMS MANAGEMENT AND DEVELOPMENT
BACHELOR OF SCIENCE IN HEALTH SYSTEMS MANAGEMENT AND
DEVELOPMENT
END OF SEMESTER MAIN EXAMINATION
MAY-AUG 2026

HMD 315 HUMAN RESOURCE MANAGEMENT FOR HEALTH

TIME: Two Hours

Date : 3RD AUGUST 2026

TIME : Two (2) Hours Start:.....9:00AM. End:...11:00AM.....

INSTRUCTIONS TO CANDIDATES

- 1) This exam is out of 70 marks
- 2) Section-A is compulsory with a Total of 30 Marks
- 3) Answer any TWO (2) questions in Section B

Read carefully the additional instructions preceding each section.

SECTION A (COMPULSORY - 30 MARKS)

1. Distinguish between human resources for health and human resources management. (4 marks)
2. State FOUR roles of human resources management in healthcare. (4 marks)
3. List FOUR stages and activities of human resource management cycle. (4 marks)
4. Enumerate FOUR principles of workforce planning in health sectors. (4 marks)
5. Name FOUR different recruitment strategies in healthcare. (4 marks)
6. Highlight FIVE essential components of a job description. (5 marks)
7. Name FIVE best practices for placement in healthcare settings. (5 marks)

SECTION B (40 MARKS)

Answer any TWO (2) questions in Section B

8. a). Organizations have a formal policy of filling vacancies through internal recruitment, Explain FIVE benefits of internal sourcing for potential employees. (10 marks)
- b) Interview is used in almost all organizational entry exercise for all jobs. Analyze FIVE shortcomings of using interview as selection method. (10 marks)
9. a) Explain each of the following approaches to workforce development;
- i) In-service training. (2 marks)
 - ii) Continuous professional development (CPD). (2 marks)
 - iii) Task shifting. (3 marks)
 - iv) Career pathways. (3 marks)
- b) Performance measurement involves planning, monitoring and evaluating employees. Explain five reasons why healthcare organizations undertake performance management. (10 marks)
10. a). Discuss five elements that maybe included in a balanced scorecard. (10 marks)
- b) Discuss five non-financial incentives in healthcare. (10 marks)
11. a) Describe five critical steps in managing resignation and retirement processes in healthcare. (10 marks)
- b) Explain FIVE ways in which WISN (Workload Indicators of Staffing Need) contributes to effective human resource management. (10 marks)