



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)