



**AMREF INTERNATIONAL UNIVERSITY
SCHOOL OF PUBLIC HEALTH
DEPARTMENT OF HEALTH SYSTEMS MANAGEMENT AND DEVELOPMENT
BACHELOR OF SCIENCE IN HEALTH SYSTEM MANAGEMENT AND
DEVELOPMENT
END OF SEMESTER EXAMINATION APRIL 2024**

HMD 315 HUMAN RESOURCES FOR HEALTH MANAGEMENT

DATE: April 2024

TIME: 2 Hours

Start:

Finish:

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 3 hours

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

QUESTION ONE

- a) Define the following terms
- i. Employee resourcing (2 Marks)
 - ii. Collective bargaining (2 Marks)
 - iii. Total rewards (2 Marks)
- b) Identify the 4 steps in strategic HRH planning process (4 marks)
- c) Name 2 organizational career development activities 2 marks
- d) Define the following training methods
- i. Simulation (2 Marks)
 - ii. Coaching (2 Marks)
- e) Highlight 3 reasons why employee wellness is of interest to employers (6 marks)
- f) Briefly describe the following HRM challenges
- iii. Managing multi-generational workers (3 marks)
 - iv. Flexible work schedules (3 marks)
- g) Outline the 2 outcomes of a job analysis (4 marks)

SECTION B: ANSWER ANY TWO QUESTIONS – 40 MARKS

QUESTION TWO

Describe 5 HR strategies that can support organizational strategies during strategic HR planning (20 marks)

QUESTION THREE

Discuss four strategies county governments in Kenya can put in place to prevent strikes among HRH (20 marks)

QUESTION FOUR

Discuss five benefits of managing employee exit. (20 marks)