



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

UNIT CODE: HSM 718 **UNIT NAME:** HUMAN RESOURCES FOR HEALTH
DATE: 14th APRIL 2025
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

1. Highlight the five broad functions of human resources for health management (5 marks)
2. Describe Five factors dominating the forecast and planning for human resources for health globally (5Marks)
3. Explain five characteristics of an effective performance management system (5 marks)
4. Describe any five challenges that contribute to health human resources challenges in developing countries (5 Marks)
5. Explain five key pillars of importance of recruitment, selection in Human Resources health care (5Marks).

SECTION B

ANSWER ANY THREE (3) QUESTIONS (75 Marks)

Long Answer Questions

6. Discuss five factors that make it difficult for rural and remote hospitals to attract and retain human resources for health (25marks)
7. Discuss FIVE reasons why low income countries have a shortage of Human Resources for Health (25 marks)
8. Discuss five human resource planning processes in sequence (25 Marks)
9. Discuss five roles of the human resources management function in maintaining a safe working environment as set out in the labor laws globally. (25 Marks)
10. Elaborate on what is involved in each of the processes listed below of
 - a. employee orientation,
 - b. training, development,
 - c. retention and
 - d. career Planning in a health institution (25 marks)