



AMREF INTERNATIONAL UNIVERSITY

SCHOOL OF PUBLIC HEALTH

DEPARTMENT OF COMMUNITY HEALTH

BACHELOR OF SCIENCE IN COMMUNITY

CHP 332: HUMAN RESOURCE MANAGEMENT

END OF SECOND SEMESTER EXAMINATION MAY-AUGUST 2026

Date : 10th AUGUST 2026

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

INSTRUCTIONS TO CANDIDATES

This exam is out of 70 marks

Section-A is compulsory with a Total of 30 Marks (5 Marks each question)

1. Outline core objectives of Human Resource Management in a community health setting 5mks
2. Discuss the primary purpose of a "Job Description"
3. Identify extrinsic reward that can be used to motivate community health workers (CHWs)
4. Define the term human resource management as used in HRH in Kenya
5. Distinguish the differences between *Internal Recruitment* and *External Recruitment*, and identify one major advantage of each when hiring staff for a newly established community health program.
6. Describe **five** essential steps a health facility administrator should take during the selection process of hiring new clinical officers or nurses.

Answer any TWO (2) questions in Section B (20 mks each question)

Read carefully the additional instructions preceding each section.

1. Discuss five (5) strategies health managers in Kenya can use to motivate and retain medical professionals and community health workers in remote or rural areas **-20 Marks**
2. Describe how Industrial Action (Strikes) impact on Community Health Systems-**20 Marks**
3. Discuss four (4) primary functions of Human Resource Management in an organization-
20 Marks
4. Discuss how systemic organizational factors contributes to burnout among health workers, how can we protect the mental health and safety of the workforce.- **20 Marks**
5. Discuss crucial recruitment processes and steps in an organization **-20 Marks**