



(University of Choice)

**MASINDE MULIRO UNIVERSITY OF SCIENCE AND
TECHNOLOGY
(MMUST)**

MAIN CAMPUS

UNIVERSITY MAIN EXAMINATIONS

2021/2022 ACADEMIC YEAR

FIRST YEAR FIRST SEMESTER EXAMINATION

**FOR THE DEGREE
OF
MASTER OF SCIENCE
IN
ADVANCED NURSING PRACTICE**

COURSE CODE: NCL 8134

**COURSE TITLE: HUMAN RESOURCE
MANAGEMENT**

DATE: 26TH July 2022

TIME: 11.30 AM.M-2.30 P.M

INSTRUCTIONS TO CANDIDATES

Answer question **ONE** and any other **THREE** questions

TIME: 3 HOURS

MMUST observes ZERO tolerance to examination cheating



QUESTION ONE:

“The practice of sourcing employees internally has been there in organizations for quite some time,” remarked Dr. Smith Matata during an induction seminar for newly appointed Directors of medical services of Kenya’s 47 counties. “This can be through promotions or conversion of the tenure of temporary staff to permanent status. However, one has to be clear on the benefits that will accrue to the organization if this is done so as not to create chaos in the organization. This is because the task of managing human resources in a hospital setting is not a walk in the park. One has to be keen on the exercise right from recruitment to separation.”

- a) As an expert in Human Resource Management, advice the committee on the benefits of prioritizing sourcing of nurses from within the county staff(10 marks)
- b) As one of the newly appointed directors, one of the tasks you have been given is to prepare and advertisement for a Chief nursing officer in charge of your newly refurbished County Referral Hospital. As one well versed in human resource management prepare the advertisement clearly including its various key components., (20 marks)
- c) As one of those selected to induct the these newly appointed directors, educate them on the roles they are expected to play as managers of human resources in their organizational setting(10 marks)

QUESTION TWO

- a) Discuss the rationale of laying emphasis on training and development of hospital employees (10 marks)
- b) Critically examine the challenges encountered in performance management of staff in organizations(10 marks)

QUESTION THREE

- a) “The reason for existence of trade unions is not just to call for strikes.” Validate this assertion(10 marks)
- b) “Undertaking further studies only does not guarantee career progression. One should ensure he/she liaises with the employer for effective career management.” Discuss the role of the employer in this undertaking.(10 marks)

QUESTION FOUR

On behalf of the Board of Directors of Uguuzi Bora National Hospital, you have been tasked with leading the team that is mandated to come up with appropriate rewards for the staff of the hospital. Your team is undecided on whether to give monetary or non monetary rewards. Explain to the team on the various rewards options that are available and build a case for use of non monetary rewards while showing the challenges the rewarding exercise may face (20 marks)

QUESTION FIVE

- a) Employees are not meant to serve the organization forever. Discuss various ways in which their services to the organization may terminate(10 marks)
- b) Critically the types of employee records that may be maintained by an organization (10 marks)

END