



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

MAIN CAMPUS

**UNIVERSITY EXAMINATIONS
2021/2022 ACADEMIC YEAR**

THIRD YEAR, FIRST TRIMESTER EXAMINATION

**FOR THE DEGREE
OF**

BACHELOR OF SCIENCE IN HEALTH PROFESSION EDUCATION

COURSE CODE: HPE 209

COURSE TITLE: LEADERSHIP AND MANAGEMENT IN HEALTH

DATE: MONDAY 19TH APRIL 2022

TIME: 8:00-11:00 AM

INSTRUCTIONS TO CANDIDATES

SEC A: Multiple Choice Questions (MCQ)

SEC B: Short Answer Questions (SAQ)

SEC C: Long Answer Question (LAQ)

20 MARKS.

40 MARKS.

40 MARKS

Time: 3 HOURS

MMUST observes ZERO tolerance to examination cheating

This Paper Consists of 4 Printed Pages. Please Turn Over.

Section A: Multiple choice Questions**20 marks**

1. The purpose of Job Evaluation is to determine
 - A. Worth of a job in relation to other jobs
 - B. Time duration of a job
 - C. Expenses incurred to make a job
 - D. None of the above
2. What order do managers typically perform the managerial functions?
 - A. Organizing, Planning, Controlling, Leading
 - B. Organizing, Leading, Planning, Controlling
 - C. Planning, Organizing, Leading, Controlling
 - D. Planning, Organizing, Controlling, Leading
3. Mrs. P is perceived as a principal who is not afraid to show who she really is. She puts the long-term goals of her school ahead of her own. What type of educational leader is she?
 - A. Authentic
 - B. Distributive
 - C. Transformational
 - D. Transactional
4. Dr. M is admired as a university president. She has brought about many changes in her 20 year tenure including ending discriminatory practices making university policies more fair to all. What type of leader is she?
 - A. Transactional
 - B. Transformational
 - C. Servant
 - D. Authentic
5. What is the term for organizational development through a formally designed organizational structure?
 - A. Organic
 - B. Mechanistic
 - C. Formal
 - D. Structured
6. How can organizational structures that are characterized by democratic and inclusive styles of management be described?
 - A. Hierarchical
 - B. Bureaucratic
 - C. Flat
 - D. Functional
7. Functional structures help to create ...
 - A. Teamwork
 - B. specialization
 - C. Project work groups
 - D. Multi-skilled employees
8. Which writer is most associated with bureaucratic structures?
 - A. Henry Fayol
 - B. Max Weber
 - C. Adam Smith
 - D. Mary Parker Follett
9. At what level of an organization does a corporate manager operate?
 - A. Functional
 - B. Operational

- C. Middle level
D. Top level
10. At what level of an organization does a corporate manager operate?
A. Functional
B. Operational
C. Middle level
D. Top level
11. At what level of an organization does a corporate manager operate?
A. Functional
B. Operational
C. Middle level
D. Top level
12. Educational Administration is the process of ?
A. Utilizing appropriate resources for development of Human qualities
B. Manage Activities of educational institutions
C. Planning, organizing, directing and controlling human resources in educational setting
D. None of the above.
13. In Educational Management function of planning is ____ ?
A. Preparing for future for desired goals
B. Financial planning
C. To appoint staff
D. All of the Above
14. The function of reporting involves ____ ?
A. Documentation
B. Record Keeping
C. Inspection
D. All of the Above..
15. Modern Concept in Educational Administration is?
A. Autocratic Administration
B. Democratic Administration
C. Laissez Fair Administration
D. None of the Above.
16. Education Supervision Means ____ ?
A. Assistance in development of teaching learning process
B. That discipline through which we control affairs of others
C. Both a & b
D. None of the above
17. What are characteristics of a programmed decision?
A. Complex and risky
B. Uncertain and non-routine
C. Low risk and certain
D. Routine and non-complex
18. What is not an assumption underpinning the rational decision making model?
A. Incomplete information
B. An agreed goal
C. A structured problem
D. High level of certainty regarding the environment
19. Elements of delegation _____
A. responsibility, authority, accountability.
B. authority, delegation, accountability.

- C. responsibility, decentralization, centralization.
 D. controlling, responsibility, authority
20. Basis of Job Evaluation is
- Job design
 - Job ranking
 - Job analysis
 - Any of the above

Section B: Long Answer Questions

(40 marks)

- Describe contingency theories of leadership 5 marks
- Analyze five effects of self-managing teams on university leadership 5 marks
- Outline five legitimate sources of power in an organization 5 marks
- Explain five non cognitive variables that influence problem solving outcomes 5 marks
- Outline five effective characteristics of charismatic leader 5 marks
- Explain five-ways of motivating worker in organization 5 marks
- Outline five organizational design principles as applied in management 5 marks
- Explain five ways in which workers west organization time 5 marks

SECTION C: LONG ANSWER QUESTIONS

Question 2

40 MARKS

After completing training at MMUST, luckily you secure a Job at KMTC as Tutor. The first assignment it change examination management related problems that have been recorded for while both the students and the Tutors. By use three phases of change management discuss how you will undertake the task 20 marks.

Question One:

Discuss citing relevant examples on five major roles of health professionals toward implementing and evaluating public relations programs in Kenya. (20 marks)