



KISII UNIVERSITY
UNIVERSITY EXAMINATIONS

FIRST YEAR EXAMINATION FOR THE AWARD OF THE DEGREE OF
MASTERS IN PUBLIC ADMINISTRATION AND PUBLIC POLICY
SECOND SEMESTER, 2021/2022
(JUNE-SEPTEMBER, 2022)

MPA 825: HUMAN RESOURCE MANAGEMENT IN PUBLIC SECTOR

STREAM: Y1 S2

TIME: 3 HOURS

DAY: MONDAY, 9:00-12:00 PM

DATE: 00/10/2022

INSTRUCTIONS

- 1. Do not write anything on this question paper.***
- 2. Answer Question ONE [Compulsory] and any other THREE Questions.***

QUESTION ONE

(a). Giving examples, discuss the application of the following concepts with regards to human resource management in public sector

- (i). Human Resource planning **(2.5 marks)**
- (ii). Executive compensation **(2.5 marks)**
- (iii). Job Evaluation **(2.5 marks)**
- (iv). Induction and placement **(2.5 marks)**

(b). In Greece, the organization of Roman Catholic Church and military forces is a clear evidence of the use of the well-organized principles where management was identified as a key tool in getting work done. Based on the statement above, discuss the history and evolution of human resource management.

(10 marks)

(c). The changes to the public sector over the past two decades have had a significant impact on employees of public sector organizations and the conditions under which people work. In regards to the statement, explain the nature of human resource management in the public sector in twenty first century.

(10 marks)

QUESTION TWO

As a Human resource Manager, Evaluate the main key factors that may affect the recruitment in an organization giving relevant examples. **(15 Marks)**

QUESTION THREE

(a).Discuss the importance of performance appraisal in an organization. **(10 marks)**

(b).As one of the interview panellist of Migori County Government Human Resource Department what are the key factors for sound interview. **(5 Marks)**

QUESTION THREE

Discuss A new model of public management explaining in details problems faced by human resource in public sector. **(15 marks)**

QUESTION FOUR

When addressing the importance of participatory development, it states that stimulating productive energies of people, encouraging broader participation of all people in productive processes, and a more equitable sharing of their benefits, must become more central elements in development strategies and development cooperation. This strategy is premised on four essential approaches: Discuss. **(15 marks)**

QUESTION FIVE

You are newly appointed manager in your company and you intend to develop available human resources for improved performance, critically analyse the steps to undertake for industrial harmony in an the company. **(15 marks)**