



KISII UNIVERSITY
UNIVERSITY EXAMINATIONS

FIRST YEAR EXAMINATION FOR THE AWARD OF
MASTER OF ART IN PUBLIC ADMINISTRATION AND MANAGEMENT
FIRST SEMESTER, 2021/2022
(FEBRUARY - JUNE, 2022)

MPPA 825: HUMAN RESOURCE MANAGEMENT IN PUBLIC ADMINISTRATION

STREAM: Y1 S1

TIME: 3 HOURS

DAY: MONDAY, 9:00 – 12:00 P.M.

DATE: 23/05/2022

INSTRUCTIONS

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

QUESTION ONE

Discuss the critical role of diversity and inclusivity in Human Resource Management (HRM) in the public sector. (20 Marks)

QUESTION TWO

- Elaborate and explain the key components of diversity management in the organization. (15 Marks)
- Differentiate between Training and Development. (5 Marks)

QUESTION THREE

Human Resource planning is a fundamental activity of Human Resource Management in organizations. Analyze the process of HRP and the actions required of managers in the event of oversupply. (20 Marks)

QUESTION FOUR

Managers must be prepared before disciplining employees. In view of this statement give the guidelines and expected outlines of any disciplinary procedure in the organization. (20 Marks)

QUESTION FIVE

- Discuss the role of labour markets in recruitment. (5 marks)
- An organization that fails at recruitment is planning to fail. Argue out your position in view of this statement as a HRM expert. (15 marks)