



**NATIONAL OPEN UNIVERSITY OF NIGERIA
14-16 AHMADU BELLO WAY, VICTORIA ISLAND LAGOS
MARCH/APRIL 2016 EXAMINATION**

SCHOOL OF EDUCATION

COURSE CODE: EDA 821

COURSE TITLE: HUMAN RESOURCES MANAGEMENT IN EDUCATION

TIME ALLOWED: 2 HOURS

INSTRUCTION: ANSWER QUESTION 1 WITH ANY OTHER TWO QUESTIONS

1. a)i With the aid of an annotated diagram describe the Fombrum, Tichy and Devanna Model of Human Resources Management. **10 marks**

ii) What are the merits and demerits of the application of this model to Human Resources Management? **10 marks**

b)i In a sequential order, describe the various stages of induction programme for a new teacher. **10 marks**
ii) Itemise TEN objectives of induction process. **10 marks**
2. a) Explain the concept of staff development.
b)i Identify and discuss FIVE functional areas of Human Resources Management.

ii) Using Edwin Flippo (1980) as a framework, discuss the principles of interviewing.

20marks
3. a)i Describe the concept of job performance appraisal.
ii) What are the inherent advantages of staff performance appraisal in an organization?

b) How does a principal ensure good human relations practice in a school? 20 marks

4. Write short notes on the following: i) McGregor Theory X ii) Advantages of training
iii) Job description iv) Principles of motivation v) Healthy organizational climate

20 marks