



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
**14/16 AHMADU BELLO WAY, LAGOS**

***SCHOOL OF EDUCATION***  
**MAY/JUNE 2013 EXAMINATION**

**COURSE CODE: EDA 821 (2 UNITS)**  
**COURSE TITLE: HUMAN RESOURCES MANAGEMENT IN**  
**EDUCATION**  
**TIME: 2 HOURS**

**ANSWER 3 QUESTIONS**

1. a) i. Define staff development *2 marks*  
ii. List the objectives of staff development as indicated by Humble (1969). *3 marks*  
  
b i As Human Resources Management consultant, itemise TEN training programmes and discuss them briefly.  
  
*10marks*  
ii What is the relevance of Human Resources Management to management?  
  
*5 marks*
2. a) i With the aid of a diagram ONLY describe Harvard Model of Human Resources Management. *10 marks*  
ii What is the importance of Harvard Model of Human Resources Management in organisational management?  
*15marks*
3. a) i Describe FOUR basic principles of motivation in management. *5 marks*  
ii) With the aid of a diagram ONLY describe Maslow Hierarchy of Needs.  
*4 marks*  
  
b.i). What are the implications of motivation for staff performance in formal organisations?

. ii) What are the basic assumptions of McGregor Theory X? *5marks*  
*5*  
*marks*

4. Write short notes on the following: i) organisational culture ii) Job description  
iii) Hygiene factors iv) Principles of human relations *5 marks*  
*each*