



**NATIONAL OPEN UNIVERSITY OF NIGERIA  
14-16 AHMADU BELLO WAY, VICTORIA ISLAND LAGOS  
SCHOOL OF EDUCATION  
OCTOBER 2013 EXAMINATION**

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

ANSWER QUESTION ANY THREE QUESTIONS

1. a)i With the aid of an annotated diagram describe the Fombrum, Tichy and Devanna Model of Human Resources Management.  
ii) What are the merits and demerits of the application of this model to Human Resources Management?  
b)i In a sequential order, describe the various stages of induction programme a new teacher.  
ii) Itemise TEN objectives of induction process.

**24 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.

**24 marks**

3. a)i Explain the basic assumptions of Macgregor Theory Y  
ii) What are the implications of motivation for staff performance in schools?  
b) Justify the importance of Job Analysis as a personnel function.

**22 marks**

4. Write short notes on the following:  
i) Job Performance Appraisal ii) Principles of Human Relations iii) Organisational Culture

iv) Purpose of keeping staff records.  
**marks**

**22**