



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
**Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja.**  
**Faculty of Education**  
**2023 2 EXAMINATIONS\_**

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**PROGRAMME: M.ED**

**COURSE TITLE: HUMAN RESOURCE MANAGEMENT IN EDUCATION**

**UNIT: 2**

**COURSE CODE: EDA821**

**INSTRUCTION: ANSWER QUESTION ONE (1) AND ANY OTHER TWO QUESTIONS.**

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**1a. Discuss any five (5) objectives of staff induction programmes in effective management of schools and tertiary institutions (10marks).**

**1b. Discuss four fundamental principles of motivation of staff (10 marks)**

**1c. Explain the concept of 'Job performance appraisal', and identify two main benefits of performance appraisal in institutions (10 marks) (Total = 30 marks)**

**2a. Describe four (4) fundamental reasons for keeping staff records in schools. (10 marks)**

**2b. Enumerate five (5) factors of job satisfaction in schools (10 marks) (Total = 20 marks)**

**3a. State five (5) functions of Human Resource Management. (10 marks)**

**3b. An Organisation needs to encourage training for its staff to encourage effective growth of that Organisation. Discuss any four (4) criteria for a training programme. (10 marks)**

**4. The standard of our educational system has been on decline most of the times. Some of the blames have been pointing to the teacher especially in our secondary schools. Therefore list and explain amongst others five (5) of the acts of misconduct perpetuated by our secondary school teachers that have contributed immensely to this serious allegation. (20 marks)**