



Plot 91, Cadastral Zone, Nnamidi Azikwe Expressway, Jabi, Abuja

Faculty of Education

2025_2 EXAMINATIONS

Course Code: EDA 821

Course Title: Human Resources Management in Education

Duration: 2 Hours

Credit Unit: 2 C

Level: 700

Instruction: Answer Question One and Any Other Two

(Q1a) Identify and explain five (5) core functions of human resource unit in a university. (10 Marks)

(Q1b) Discuss the difference between job specification and description. (10 Marks)

(Q1c) What is management and human resources management? (10 Marks)

(Q2a) Identify and discuss five (5) key challenges in recruiting and retaining quality teachers in educational sector. 10 marks

(Q2b) Highlight five (5) impacts of leadership in human resources management in educational sector. 10 marks

(Q3a) Examine five (5) ways by which performance appraisal enhances teacher's job performance. 10 marks

(Q3b) Write short note on the following theories.

1. Organizational Lifecycle Theory (5 Marks)
2. Strategic Contingency Theory (5 Marks)

(Q4) Discuss in details the application of the following models in educational sector:

- a. Storey model, and
- b. Warwick model (20 Marks)

(Q5a) Identify eight (8) principles that must be considered in promoting a teacher on the job. (8 Marks)

(Q5b) Discuss briefly any six (6) processes of recruitment in an organization. (12 Marks)