



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2022/2023 ACADEMIC YEAR**

THIRD YEAR SEMESTER ONE

**SCHOOL OF ARTS, HUMANITIES, SOCIAL
STUDIES AND CREATIVE INDUSTRIES**

**BACHELOR OF ARTS IN POLITICAL SCIENCE
AND PUBLIC ADMINISTRATION**

COURSE CODE: PSA 3131-1

**COURSE TITLE: PUBLIC PERSONNEL
ADMINISTRATION**

DATE: 13TH DECEMBER, 2022

TIME: 1100-1300

INSTRUCTIONS

- a. Do not write anything on the question paper.
- b. Answer **QUESTION ONE** and any other **TWO** questions from those given.
- c. Rough work can be done on the answer booklet and crossed through.

QUESTION ONE

- a) As an expert in public personnel administration, you have been invited to give a public lecture on the role of intrinsic and extrinsic factors in enhancing organization performance. Outline the different items of your presentation. **[12 Marks]**
- b) Examine the attributes of the human relation school of thought in relation to public personnel administration. **[8 Marks]**

QUESTION TWO

“Public personnel administration entails obtaining and maintaining a satisfied and satisfactory workforce”. Discuss. **[15 Marks]**

QUESTION THREE

Critically examine the reasons for performance appraisal and the common problems associated with the performance appraisal process. **[15 Marks]**

QUESTION FOUR

- a) Identify and discuss the different bases of promotion in organization. **[7 Marks]**
- b) Assess the different methods of internal sourcing employees in the Kenya’s public sector. **[8Marks]**

QUESTION FIVE

- a) Examine the importance of public service ethics in any government administrative agency. **[7 Marks]**
- b) Discuss the attributes of decision making phases to any organizational manager. **[8 Marks]**

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