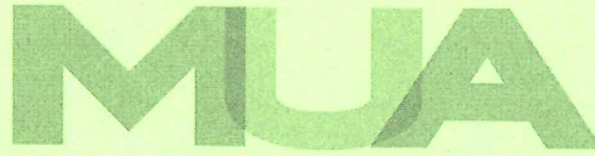


The
Management
University
of Africa



Sponsored by the Kenya Institute of Management

UNDERGRADUATE UNIVERSITY EXAMINATIONS

SCHOOL OF MANAGEMENT AND LEADERSHIP

DEGREE OF BACHELOR OF ARTS IN DEVELOPMENT STUDIES

**BDS 107 /PMT 400: EDUCATION AND DEVELOPMENT/ EDUCATION
POLICIES AND DEVELOPMENT**

DATE: 8TH AUGUST 2024

DURATION: 2 HOURS

MAXIMUM MARKS: 70

INSTRUCTIONS:

1. Write your registration number on the answer booklet.
2. **DO NOT** write on this question paper.
3. This paper contains **SIX (6)** questions.
4. Question **ONE** is compulsory.
5. Answer any other **THREE** questions.
6. Question **ONE** carries **25 MARKS** and the rest carry **15 MARKS** each.
7. Write all your answers in the Examination answer booklet provided.

QUESTION ONE

Read the Case Study below carefully and, answer the questions that follow:

PERFORMANCE OF PUBLIC SECONDARY SCHOOLS IN KENYA

Performance refers to the degree to which an organization attains its mission, vision, and objectives. Organizational performance is seen as a multidimensional paradigm on which the measurement of several factors is based. These factors include; quality service, customer satisfaction, and increased profits. School leaders, especially Principals, play a critical role in establishing guidance and cultivating a supportive school atmosphere, including a constructive school mentality, as well as fostering and reinforcing staff morale and engagement, both of which are necessary to cultivate change and encourage achievement for schools in difficult situations.

According to World Bank (2018), the quality of an education system is dependent on the availability of certain key inputs which include; physical infrastructure, teachers, and curricular. To ensure academic excellence, school leadership has necessitated the collaboration of principals, staff, parents, students, and other community members. Various factors exist and operate within the teaching and learning process, adequacy of physical **faculties is one of the most crucial** factors that directly affect the educational outcomes of students because it aids the process of reinforcing skills and knowledge. Most schools especially in rural, arid, and semi-arid areas are in dire need of physical resources such as classrooms, toilets, desks, and libraries resulting in dismal performances.

In Kenya, public schools are often criticized as inefficient and characterized by poor academic performance. Poor school management, insufficient resources, and a lack of teacher commitment are often attributed to poor performance. Sustainable development goal number 4 aims at attaining education for all by the year 2030. This will allow children to access education and acquire knowledge that can be applied in their day-to-day lives. The study assessed the role of employee motivation in school performance and how it can be managed to improve school performance. It is reckoned that an important foundational element of the workplace is motivation and it is a meaningful construct. The function of leadership in influencing employee motivation is one important subject that emerges from content analysis. Setting clear

goals, giving frequent feedback, and fostering a happy work atmosphere are all tactics that effective school directors frequently use to motivate their personnel. According to a content study, managers that take the time to comprehend the particular requirements and goals of their staff members can customize motivational strategies which boost student engagement and performance. The relevance of intrinsic motivation among school staff was another noteworthy pattern discovered through content analysis. Researchers have discovered that educators who are genuinely motivated-driven by a sincere love of what they do and a sense of mission-had higher work satisfaction and productivity. Content analysis helps pinpoint specific factors that enhance intrinsic motivation, such as autonomy in the classroom, opportunities for professional growth, and a supportive school culture.

The need of identifying and treating outside issues that may have an impact on employee motivation in schools is also highlighted by content analysis. Administrators can address issues like task management, financial incentives, and recognition programs to have a beneficial impact on employee motivation. Content analysis enables educational institutions to identify areas where changes may be made to better align staff motivation with improved school performance by methodically evaluating pertinent papers and data. A helpful method for acquiring a thorough grasp of how to manage employee motivation in educational settings to improve academic performance is content analysis. It reveals significant themes including leadership, intrinsic motivation, and outside forces, offering insightful information for academics, administrators, and legislators looking to build conditions that motivate and enable school staff to achieve in their jobs. By using content analysis, schools can create focused motivation-boosting tactics that ultimately lead to improved educational outcomes (*Kathula & Abdinoor, 2023*)

Required:

- a) Discuss the ten reason impacting quality education implementation in Kenya public schools from this case study **(10 Marks)**
- b) Staff motivation and principals leadership style is very important in school performance, discuss with five support from the case study **(10 Marks)**

- c) Content analysis enables educational institutions to identify areas where changes may be made to better. Analyse this assertion with five points

(5 Marks)

QUESTION TWO

- a) Examine five (5) actions by the Government of Kenya to curb the illiteracy levels from its population (10 Marks)
- b) Explain five areas the Kenyan government has initiated to promote gender equality and empower women (5 Marks)

QUESTION THREE

- a) Rural development in Kenya is synonymous with Adult education. Discuss five ways how this has changed our rural areas development (10 Marks)
- b) In our rural areas where we have less educated population family planning is not a priority, yet uncontrolled population to the society has negative effects. Discuss any five problems associated with this issue (5 Marks)

QUESTION FOUR

- a) We are treated in Social News, Medical students and other graduates viewed sharing their desperate search for internship and job opportunities, governors pleading with National government on the same. Implication is that Education is not solving unemployment in Kenya, Discuss five (5) ways how this can be solved by the government of the day (10 Marks)
- b) Explain five (5) roles of human behaviour in prevention of disease and promotion of health (5 Marks)

QUESTION FIVE

- a) Discuss five importance of community education towards gender equality
(5 Marks)
- b) Discuss the assertion that "*Education is the foundation of development*" giving five relevant examples
(10 Marks)

QUESTION SIX

- a) Inequality in education, "In Kenya education can never be fair" yet we do the same examination. Do you agree with this statement, support your case with five(5) points
(5 Marks)
- b) Analyse five (5) roles professionals and support groups play in ensuring that environmental education attains its agenda.
(5 Marks)
- c) We are embarrassing technology in education delivery. Using relevant examples evaluate five (5) benefits of technology in education and development
(5 Marks)

