

The
Management
University
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UNDERGRADUATE UNIVERSITY EXAMINATIONS
SCHOOL OF MANAGEMENT AND LEADERSHIP
DEGREE OF BACHELOR OF EDUCATION ARTS

EAP 401 : PLANNING AND ECONOMICS OF EDUCATION

DATE: 1ST APRIL 2025

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:

CASE STUDY

River springs Academy was built in the early 1970s to cater for gifted students from the low and middle income families. During its establishment, the school founders, Robinson Mrefu and his wife, Mildred, were passionate about the future of the children whom they believed should be given opportunity not only to excel academically but also to nurture their talents. One of the pioneer students came from a family whose father was a carpenter with a primary school education. His second born son was inquisitive and would ask him questions on a variety of subjects which he had never heard of before. At one time he asked him about rivers in the moon. He wondered where his son was getting such far-fetched ideas from when he begged him to purchase him books related to outer space and a binocular. The more the son asked him questions and materials, the more helpless he became.

The student also incessantly asked his teachers and the principal who did not have any answer. His case gained national and regional interest when media highlighted it. This led Robinson Mrefu and his wife who were among the early beneficiaries of education in their village to think whether the case of the boy was unique. They did a preliminary research in the village and neighbouring schools and found that nearly 3% of the children had similar problems. The children manifested curiosity, inquisitiveness, and restlessness.

From the foregoing background, Mr. Mrefu donated two acres to establish the Riversprings Academy to cater for the children whom he considered for lack of better word 'super bright'. He and his wife and the eldest son who had a degree in education became the first volunteer teachers. Soon the school became well established and admitted students not only from Kenya but all over Africa. The first twenty years the school did well. The son served as the principal when his parents' energy could not allow them to be actively involved. This was a strategic plan as the son had also proceeded to earn a M.Ed. course in educational leadership so as to take over from his parents. Under the son's leadership, the school expanded rapidly in the first five years. However, the school started to lose its footing when his younger brother became the

academic director and the following year the principal. The staff morale was also affected, and their performance decreased with three of the eight original teachers remaining. The school's enrollment also started decrease, resulting in the admission of average students in order to keep it afloat.

Required:

- (a) Describe the steps on making a decision (5 Marks)
- (b) Discuss the concepts related to educational planning as espoused by Droor and Coombs (10 Marks)
- (c) Relate the phases of succession workforce planning to River springs Academy (10 Marks)

QUESTION TWO

- (a) Compare and Contrast operational and strategic workforce planning (10 Marks)
- (b) Elaborate the purpose of succession workforce planning (5 Marks)

QUESTION THREE

- (a) Propose strategies that would maintain employee motivation (10 Marks)
- (b) Assess any five objectives of performance appraisal (5 Marks)

QUESTION FOUR

- (a) Examine the factors that determine the demand for and supply of education (10 Marks)
- (b) Appraise three types of macroeconomic policies of education (5 Marks)

QUESTION FIVE

- (a) Evaluate the role of education in the socioeconomic and political development in Kenya (10 Marks)
- (b) Briefly demonstrate how socioeconomic factors impact access to education (5 Marks)

QUESTION SIX

- (a) Assess the importance of human capital investment (10 Marks)
- (b) Analyse the factors that affect the effectiveness of education (5 marks)