

10

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

2015/2016 ACADEMIC YEAR

FIRST YEAR SECOND SEMESTER

**FOR THE MASTER DEGREE IN HUMAN RESOURCE
MANAGEMENT**

COURSE CODE: HRM 804

COURSE TITLE: REWARD MANAGEMENT

DATE: 10th MAY 2016

TIME: 9.00AM

INSTRUCTIONS TO CANDIDATES

Answer any **THREE (3)** Questions.

SECTION A

QUESTION ONE

- (a) Distinguish between performance management and performance contracting. **(10 marks)**
- (b) Explain the benefits of performance management to the following:
- i. Individual employees. **(5 marks)**
 - ii. Managers. **(5 marks)**

QUESTION TWO

- (a) Explain the significance of behavioural theories in Wages determination. **(12 marks)**
- (b) Describe various stages of performance management cycle. **(8 marks)**

QUESTION THREE

- (a) Delineate the main causes of wage differentials in Kenya. **(10 marks)**
- (b) Discuss the factors which determine the compensation policy of an organisation. **(10 marks)**

QUESTION FOUR

Write short notes on the following:

- i. Performance related pay. **(5 marks)**
- ii. Contribution related pay. **(5 marks)**
- iii. Pay Curves. **(5 marks)**
- iv. Career family structures. **(5 marks)**

QUESTION FIVE

- (a) Scholars argue that factor comparison is a more systematic and scientific method of job evaluation.

- i. Describe the basic steps that are followed in developing and using factor comparison scale when carrying out job evaluation. **(10 marks)**
 - ii. State the merits and demerits of the above method. **(6 marks)**
- (b) Distinguish between job evaluation and merit rating. **(4 marks)**