KIBABII UNIVERSITY

UNIVERSITY EXAMINATIONS

MAIN EXAMINATIONS

2020/2021 ACADEMIC YEAR

THIRD YEAR SECOND SEMESTER

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCH 321

COURSE TITLE: REWARD MANAGEMENT

DATE: 05/10//2021   TIME: 9.00 – 11.00AM

INSTRUCTIONS TO CANDIDATES

Answer Question ONE (compulsory) and ANY OTHER TWO questions

SECTION A
QUESTION ONE
Case study

Reward management deals with strategies policies and processes required to ensure possible contribution of people to the organization is recognized by the financial and non financial means. It is not just about pay and employee benefit but also concerned with the non financial rewards such as recognition, learning and development opportunities and increased job responsibility

Required;

a) Explain the aim of reward management. (10marks)

b) Discuss the factors that affect reward management policy and practices in an organization of your choice. (10marks)

c) Total reward exerts considerable influence on reward strategies. Explain the benefits of total reward. (10marks)

SECTION B
QUESTION TWO

a) Discuss any TWO (2) economic theories explaining pay levels. (10 marks)

b) Define the following terminologies;

(i) Base Pay (2 marks)

(ii) Total Reward (2 marks)

(iii) Job Evaluation (2 marks)

(iv) Job Enrichment (2 marks)

QUESTION THREE

a) Define job evaluation and highlight its purpose to the organization. (10marks)

b) Discuss the features of a reward policy. (10marks)

QUESTION FOUR

a) Explain at least five methods of job evaluation. (10marks)

b) Discuss the current issues affecting reward management in organizations. (10marks)

QUESTION FIVE

a) Outline issues to be captured in a reward policy. (10 marks)

b) Discuss the case for and against job evaluation. (10 marks)