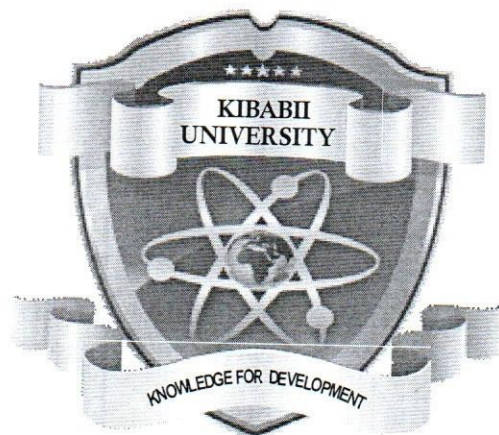


**KIBABII UNIVERSITY**



**UNIVERSITY EXAMINATIONS**

**SPECIAL/SUPPLEMENTARY EXAMINATIONS**

**2017/2018 ACADEMIC YEAR**

**THIRD YEAR SECOND SEMESTER**

**FOR THE DEGREE OF BACHELOR OF  
COMMERCE**

**COURSE CODE: BCH 321**

**COURSE TITLE: REWARD MANAGEMENT**

**DATE: 11/10/18**

**TIME: 11.30AM – 1.30PM**

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**INSTRUCTIONS TO CANDIDATES**

**Answer Question ONE (compulsory) and ANY OTHER TWO questions**

### **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. **(10mks)**
- b) Explain the factors that affect reward management policy and practices **(10mks)**
- c) Total reward exerts considerable influence on reward strategies. Explain the benefits of total reward. **(10mks)**

#### **Question two**

- a) Explain the principles of performance management. **(10mks)**
- b) Performance appraisal is a process concerned with determining how well employees are doing their jobs. Communicating that information to the employees and stabling a plan for improvement. Explain reason for performance appraisal. **(10mks)**

#### **Question three**

- a) Explain the factors affecting remuneration package. **(10mks)**
- b) Explain at least five factors affecting reward levels. **(10mks)**

#### **Question four**

- a) Explain at least five uses of job evaluation. **(10mks)**
- b) Explain the non-analytical methods of assessing jobs. **(10mks)**

#### **Question five**

Discuss the basic steps required when designing and implementing a graded pay structure. **(20mks)**