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KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

SPECIAL/SUPPLEMENTARY EXAMINATION

2019/2020 ACADEMIC YEAR

SECOND YEAR FIRST SEMESTER

FOR THE DIPLOMA OF BUSINESS MANAGEMENT

COURSE CODE: DHR 101

COURSE TITLE: COMPENSATION MANAGEMENT

DATE:01/02/2021

TIME: 11.00AM – 1.00PM

INSTRUCTIONS TO CANDIDATES

Answer Question ONE (compulsory) and ANY OTHER TWO questions

SECTION A: COMPULSORY

- 1a) Describe the management by objective process (10mks)
- b) Discuss the advantages of employee benefit (10mks)
- c) Discuss reasons why organizations do performance appraisal (10 mks)

SECTION B: ANSWER ANY TWO QUESTIONS

- 2a) Discuss the factors that influence a remuneration package.(10 mks)
- b) Discuss why organizations should carry out the job evaluation process. (10 mks).
- 3a) Discuss characteristics of employee benefit (10mks)
- b) Discuss different types of incentive schemes (10mks)
- 4a) Identity and Discuss advantages of job grading (10 mks)
- b) Discuss any 5 methods of performance appraisal (10 mks)
- 5a) Discuss the principle us of designing an appraisal scheme (10mks)
- b) Discuss the biases in performance appraisal (10mks)