

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

SPECIAL/SUPPLEMENTARY 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: 18/01/2022

TIME: 11.00AM – 1.00PM

INSTRUCTIONS TO CANDIDATES

Answer Question ONE (compulsory) and ANY OTHER TWO questions

SECTION A

QUESTION ONE

CASE STUDY

Your senior manager has just returned from a management seminar focusing on the "Modern Employee" she is concerned that your organization is not adopting it's jobs to the type of compensation and rewards that the seminar leader said, younger employees were stressing. She therefore has asked you to get her some information about the opinion of employees in your organization and the type of compensation and rewards they may value in their careers, you are therefore required to

- a) Identify and explain three types of potential compensation and rewards employer may provide to her members of staff (10 marks)
- b) Suggest the methods you would use to gather information on compensation and rewards. (10 marks)
- c) Distinguish between a wage and a salary. (6 marks)
- d) What would be the major determinants of a financial incentive systems (4 marks)

SECTION B

QUESTION TWO

- a) Explain the benefits of a competitive reward. (10 marks)
- b) What are some of the mechanisms that organizations put into place to deal with performance problems that occur during the year? (10 marks)

QUESTION THREE

- a) Discuss the factors to be considered while setting the salary for employees in an organization of your choice. (10 marks)
- 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. (10marks)

QUESTION FOUR

- a) Discuss any TWO (2) economic theories explaining pay levels. (10 marks)
- b) Highlight the elements of a reward system. (10 marks)

QUESTION FIVE

- a) Discuss the basic steps required when designing and implementing a graded pay structure. (10marks)
- b) Highlight the differences between intrinsic and extrinsic rewards. (10 marks)