

# KIBABII UNIVERSITY



## UNIVERSITY EXAMINATIONS

**2021/2022 ACADEMIC YEAR  
THIRD YEAR SECOND SEMESTER  
SPECIAL/SUPPLEMENTARY EXAMINATION**

**FOR THE DEGREE OF BACHELOR OF COMMERCE  
COURSE CODE: BCH 321  
COURSE TITLE: REWARD MANAGEMENT**

**DATE: 19/07/2022      TIME: 8.00 – 10.00AM**

---

### INSTRUCTION TO CANDIDATES

- 1) The paper contains **FOUR** questions
- 2) Attempt **THREE** questions
- 3) Question **ONE** is Compulsory

**TIME: 2 Hours**

**KIBU observes ZERO tolerance to examination cheating**

### QUESTION ONE

- a) The consequences of poor retirement investments can be costly. Discuss (10 marks)
- b) Many benefit packages have little effect on employee motivation and performance. Explain (10 marks)
- c) List various ways used to contain costs and State how a benefit program is managed. (10 marks)

### QUESTION TWO

- a) Salaries and wages are two different words which are used interchangeably. Discuss the major differences between a salary and a wage. (10 marks)
- b) Discuss the potential rating problems and errors involved in performance appraisal (10 marks)

### QUESTION THREE

- a) Highlight what is contained in Kenya's Employment Act 2007 concerning protection of wages (10 marks)
- b) Employee incentives plans are incredibly effective means to inspire loyalty, commitment and hard work in organizations. The main incentives used in organizations. (10 marks)

### QUESTION FOUR

- a) According to Herzberg better pay and working conditions just help to keep the person from becoming dissatisfied. A manager who is interested in creating a self-motivated work force should emphasize motivator factors. Discuss (10 marks)
- b) Design a benefit program and list various ways used to contain costs (10 marks)