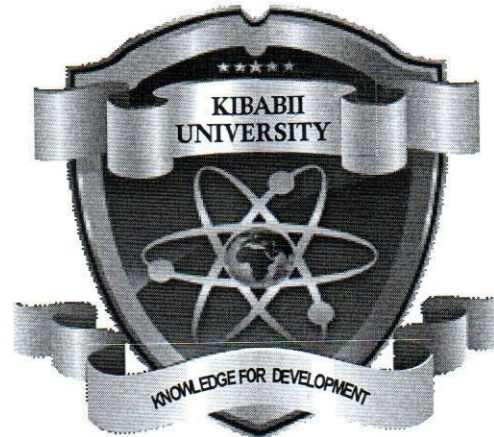


KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

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

**FOR THE DIPLOMA OF BUSINESS MANAGEMENT
COURSE CODE: DHR 101**

COURSE TITLE: COMPENSATION MANAGEMENT

DATE: 21/07/2022

TIME: 8.00AM – 10.00AM

INSTRUCTION TO CANDIDATES

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

TIME: 2 Hours

KIBU observes ZERO tolerance to examination cheating

QUESTION ONE

- (a). Define job evaluation. (2mks)
- (b). Explain the objectives of job evaluation. (6mks).
- ©. Write a comprehensive note on wage differentials. (5mks)
- (d). what is performance analysis. Discuss various methods of performance analysis. (8mks).
- (e). what do you mean by performance appraisal (3mks)
- (f). write short notes on the following methods of performance appraisal.
- (i). ranking method (3mks)
- (ii). Graphical scales method (3mks)

QUESTION TWO

- (a). Briefly describe the basic principle of job evaluation (10mks)
- (b). state the advantages and limitations of job evaluation (10mks)

QUESTION THREE

- (a). Describe the various methods of job evaluation (10mks).
- (b). describe the differences between performance analysis and job evaluation (10mks).

QUESTION FOUR

- (a). Discuss the main features , merits and demerits of time and piece wage systems.(10mks)
- (b) Compare and contrast the main features of halsey and rowan plans of bonus payment. (10mks)

QUESTION FIVE

- (a). What are non wage incentives? Examine the role of non monetary incentives in promoting workers efficiency. (10mks)
- (b). write an essay on 'profit sharing' in an organization. (10mks)