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KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

**2020/2021 ACADEMIC YEAR
FIRST YEAR FIRST SEMESTER
MAIN EXAMINATION**

**FOR THE DEGREE OF BACHELOR OF BUSINESS
MANAGEMENT**

COURSE CODE: BCH 321

COURSE TITLE: REWARD MANAGEMENT

DATE: 04/08/2021

TIME: 9.00AM-11.00AM

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) Performance standards are most easy to set when some kind of physical activity takes place. They can state how many articles should be produced, how many documents completed or how many selling calls made in a day. Discuss the basic guidelines for effective goal setting. (10marks)
- b) Through job evaluation, management can recruit productive employees to fill position and maintain internal perceptions of pay equity by paying each position fairly in comparison with all other positions within the organization. Evaluate this statement. (10 marks)
- c) Employee compensation refers to all forms of pay going to employees and arising from their employment. Explain the principle Purpose of determining pay rates (10 marks)

QUESTION TWO

- a) Through job evaluation and market rate analysis that the pay for an employee is determined. Discuss the main methods of job evaluation (10 marks)
- b) 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)

QUESTION THREE

- a) A wage or salary is influenced by many different factors. Some of these affect the basic pay for the job and others the pay that individual employees receive. Explain these factors involved in determining pay. (10 marks)
- b) Well-considered wage policies should address both the employees and employers needs and in particular. Elaborate on the types of wage payment system existing in various organizations (10 marks)

QUESTION FOUR

- 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) Distinguish between skill-based pay and performance-based pay and state the advantages and disadvantages of performance based pay. (10 marks)

QUESTION FIVE

- a) An employee"s paycheck is certainly important for its purchasing power. In most societies, however, a person"s earning also serve as an indicator of power and

prestige and tied to feelings of self-worth. In other words, compensation affects a person economically, sociologically, and psychologically. Discuss (10 marks)

- b) As a human resource student, discuss the relationship between compensation and motivation (10 marks)