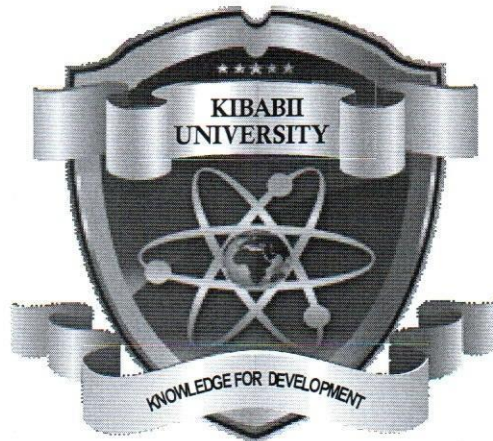


KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS 2022/2023 ACADEMIC YEAR SECOND YEAR FIRST SEMESTER

MAIN EXAMINATION

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

DATE: 22ND DEC 2022

TIME: 9:00-11:00 AM

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 the term Compensation Management [2 Marks]
- b) State FIVE uses of compensation management in an organization [5 Marks]
- c) Highlight any FIVE principles of compensation [5 Marks]
- d) Explain any FIVE objectives of compensation management [10 Marks]
- e) State and explain the principal determinants of wage structure [8 Marks]

QUESTION TWO

- a) Discuss the components of a compensation management system in an organization. [12 Marks]
- b) Explain the different types of compensation management systems [5 Marks]

QUESTION THREE

- a) . Discuss the concept of compensation. What factors affect compensation of employees in industrial organizations? [10 Marks]
- b) What is the basic purpose behind the establishment of a sound Compensation and Reward administration system in the organizations? [10 Marks]

QUESTION FOUR

- a) The operating companies need to develop a compensation package for their employees depending on the size and type of business. Discuss the methods of compensation [15 Marks]
- b) Give FIVE benefits of compensation management [5 Marks]

QUESTION FIVE

- a) Discuss the factors affecting wage determination. [10 Marks]
- b) What do you understand by rate range? Discuss the types of rate ranges [10 Marks]