KIBABII UNIVERSITY

KNOWLEDGE FOR DEVELOPMENT

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: 17/11/2022   **TIME: 2.00 – 4.00PM**

INSTRUCTION TO CANDIDATES

1) The paper contains **FIVE** questions
2) Attempt **THREE** questions
3) Question **ONE** is <u>Compulsory</u>

TIME: 2 Hours

KIBU observes **ZERO** tolerance to examination cheating

CASE STUDY

Reward management deals with strategies policies and processes required to ensure possible contribution of people to the organization is recognized by the financial and non financial means. It is not just about pay and employee benefit but also concerned with the non financial rewards such as Recognition learning and development opportunities and increased job responsibility

Required;

a) Explain the aim of reward management.   **(10 mks)**

b) Explain the factors that affect reward management policy and practices

(10 mks)

c) Total reward exerts considerable influence on reward strategies. Explain the benefits of total reward.   **(10 mks)**

QUESTION TWO

a) Explain the principles of performance management.   **(10 mks)**

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.

(10 mks)

QUESTION THREE

a) Explain the factors affecting remuneration package.   **(10 mks)**

b) Explain at least five factors affecting reward levels.   **(10 mks)**

QUESTION FOUR

a) Explain at least five uses of job evaluation.   **(10 mks)**

b) Explain the non-analytical methods of assessing jobs.   **(10 mks)**

QUESTION FIVE

Discuss the basic steps required when designing and implementing a graded pay structure.

(20 mks)