



MACHAKOS UNIVERSITY COLLEGE

(A Constituent College of Kenyatta University)
University Examinations for 2015/2016 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ENTREPRENEURSHIP AND MANAGEMENT
SCIENCES

FIRST/ SECOND SEMESTER EXAMINATION FOR DEGREE IN BACHELOR OF
COMMERCE (HUMAN RESOURCE MANAGEMENT OPTION)

BBA 322: REWARD MANAGEMENT

Date: 7/12/2015

Time: 8:30 – 10:30 AM

INSTRUCTIONS:

Answer Question One (compulsory) and any Other Two Questions

QUESTION ONE

- a) Explain five objectives of wage and salary administration. (10 marks)
- b) Discuss the following methods of paying labour remunerations outlining **two** advantages and two disadvantages of each method.
 - (i) Time based methods
 - (ii) Piece rate based methods (10 marks)
- c) The concept of total reward has emerged quite recently and is exerting considerable influence on reward management.
 - (i) What is meant by total rewards (2 marks)
 - (ii) Outline **four** benefits of total rewards (4 marks)

- (iii) State any **four** transactional and **four** relational rewards that an employee may get in an organization (4 marks)

QUESTION TWO

As a human resource consultant you have been invited to help a newly established organization to develop a reward policy and an incentive plan

- a) Briefly explain to them any **ten** compensable factors that they should consider when developing the policy (10 marks)
- b) Advise them on
- i) Any five benefits of administering incentives (5 marks)
 - ii) Any five aspects that should be addressed in the organizations incentive plan (5 marks)

QUESTION THREE

- a) Discuss **four** internal and **four** external factors that influence wage rates in organizations (8 marks)
- b) Analyze **two** quantitative and **two** qualitative techniques of job evaluation highlighting two advantages and two merits and two demerits of each (12 marks)

QUESTION FOUR

Job analysis is a prerequisite to job evaluation which is the basis of organizational pay structures. In view of this statement

- a) Outline any other four uses of job analysis information (5 marks)
- b) Discuss the process of job analysis (8 marks)
- c) Explain any **four** types of pay structures that you know (8 marks)