



MACHAKOS UNIVERSITY

University Examinations for 2018/2019 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ADMINISTRATION

THIRD YEAR SPECIAL/SUPPLEMENTARY EXAMINATION FOR

BACHELOR OF COMMERCE

BBA 322 WORK AND REWARD

DATE:

TIME:

INSTRUCTIONS

- Question one is compulsory
- Choose any other two questions

QUESTION ONE

- Explain the significance of a proper executed job analysis programme (7 marks)
- Discuss the guidelines that should be observed to make the employee benefit programmes more effective. (8 marks)
- Discuss the role of the government on matters concerning employee remuneration (5 marks)
- Explain FIVE measures that an Organization can explore in ensuring that it does not have surplus employees in the Organizations. (5 marks)
- Explain FIVE internal factors that may influence employees' individual incentive system (5 marks)

QUESTION TWO

- a) You have just graduated with your bachelor's degree in Human Resource Management and have been appointed as the Human Resource officer at a newly established private firm. Discuss some of the policies you would recommend in their compensation policy. (10 marks)
- b) Discuss the requisites of an successful incentive scheme for an Organization (10 marks)

QUESTION THREE

- a) Discuss FIVE justification for executives high remuneration reward to them by an Organization. (10 marks)
- b) Discuss the methods that can be used in a job evaluation exercise (10 marks)

QUESTION FOUR

- a) Explain the causes of unequitable employee pay system and the various ways that can be explored to manage the situation. (10 marks)
- b) Discuss FIVE ethical issues associated with work and reward in an Organization (10 marks)

QUESTION FIVE

- a) Explain FIVE different kinds of employee benefits (10 marks)
- b) Discuss the challenges that may be faced by high employee turnover in an Organization (10 marks)