TECHNICAL UNIVERSITY OF MOMBASA
Faculty of Business & Social Studies

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR

MASTERS OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

BHR 5103: PERFORMANCE AND REWARD MANAGEMENT

END OF SEMESTER EXAMINATIONS
SERIES: APRIL 2015
TIME: 3 HOURS

INSTRUCTIONS:

− Answer question **ONE (Compulsory)** and any other **THREE** questions
- Do not write on the question paper
This paper consists of Two printed pages

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QUESTION 1

a) Describe the characteristics of the job family system pay structure.   **(7 marks)**

b) Discuss **FOUR** elements of a reward management system.   **(8 marks)**

c) Discuss the strengths that would accrue to an organization which conducts job evaluation.
              (10 marks)

QUESTION 2

a) Discuss the factors that affect the levels of pay for employees in an organization.   **(10 marks)**

b) Describe **THREE** techniques that the human resource manager has at his disposal during performance appraisal of workers performance.   **(15 marks)**

QUESTION 3

a) An organization that is seen to possess a sound pay system should possess certain features of its pay system, explain the features of a good pay system. **(10 marks)**

b) The human resource manager may obtain data from various sources during a salary survey. Distinguish between published market sources and published specialist surveys. **(15 marks)**

QUESTION 4

a) Management by objective is a system which attempts to improve the performance of the company and motivate, assess and train its employees by integrating their personal goals with the objectives of the company. Discuss the merits and demerits of management by objectives.

(15 marks)

b) Discuss the main features of job evaluation. **(10 marks)**

QUESTION 5

Explain the following terms as used in reward management.

 i)Performance management
 ii)Market rates
 iii)Remuneration package
 iv)Pay budgets and control
 v)Pay structure

(25 marks)

QUESTION 6

a) Discuss the reasons of linking pay to performance. **(15 marks)**

b) Discuss the shortcomings of linking pay to performance. **(10 marks)**