TECHNICAL UNIVERSITY OF MOMBASA
Faculty of Business and Social Studies

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR DEGREE IN
BACHELOR OF BUSINESS ADMINISTRATION
BACHELOR OF COMMERCE

BHR 4306: REWARD MANAGEMENT

END OF SEMESTER EXAMINATIONS
SERIES: APRIL 2015
TIME: 2 HOURS

INSTRUCTIONS:

- Answer Question **ONE (Compulsory)** and any other **TWO** questions.
- Do not write on the question paper

This paper consists of Two printed pages

QUESTION 1 (Compulsory)

a) A sound reward management system should possess key elements. Discuss.   **(10 marks)**

b) Organisations have seen the importance of linking pay to performance. Explain the causes for the failure of pay for performance systems.   **(10 marks)**

c) The reward management team needs to obtain data when setting up the organizations pay system. Explain the sources of information for salary surveys.   **(10 marks)**

QUESTION 2

a) Explain the purpose of conducting job evaluation.   **(10 marks)**

b) One of the job evaluation techniques is the Point Factor Method. Explain the merits of using this technique.   **(10 marks)**

QUESTION 3

a) Every organization should have proper reward policies in place. Explain the issues addressed by reward policies. **(10 marks)**

b) Explain the limitations of gain sharing as an incentive for employees. **(10 marks)**

QUESTION 4

a) Organizations have seen the need to have organization-wide incentive plans. Explain the types of organization-wide incentive plans commonly adopted by organizations. **(10 marks)**

b) Explain the benefits enjoyed by an organization which uses group incentive plans to motivate its workers. **(10 marks)**

QUESTION 5

a) Explain the reasons for the reward management team which leads them to use the published specialist surveys. **(10 marks)**

b) Some organizations use broad banding. Explain the demerits of broad banding when setting up the grade structures. **(10 marks)**