



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

SPECIAL/SUPPLEMENTARY EXAMINATIONS

SERIES: FEBRUARY 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) “Reward Management is concerned with the formulation and implementation of strategies and policies; the purposes of which are to reward people fairly, equitably and consistently in accordance with their value to the organization and thus help the organization to achieve its strategic goals”. Discuss major aims of reward management system in an organization. **(10 marks)**
- b) Today’s organizations are flatter and offer free opportunities for advancement. How do you think staff careers should be developed in this kind of an organizational environment? **(10 marks)**
- c) Identify major benefits accrued from job evaluation exercise. **(10 marks)**

QUESTION 2

- a) What is the importance of job analysis? **(10 marks)**
- b) What are the advantages of developing wage and salary administration structure? **(10 marks)**

QUESTION 3

- a) Discuss the elements of total Rewards Management. **(10 marks)**
- b) Highlight major criticisms of Performance Related Pay PRP). **(10 marks)**

QUESTION 4

- a) Explain major costs incurred by an organization when employees leave the organization i.e labour turnover. **(10 marks)**
- b) Discuss factors that affect retention of employees in an organization. **(10 marks)**

QUESTION 5

- a) Discuss **THREE** key objectives of any compensation system. **(10 marks)**
- b) Explain consideration of fair termination according to the Employment Act of Kenya. **(10 marks)**