



**TECHNICAL UNIVERSITY OF MOMBASA**  
***Faculty of Business & Social Studies***

DEPARTMENT OF BUSINESS STUDIES

HIGHER DIPLOMA IN HUMAN RESOURCE MANAGEMENT

**BHR 3104: REWARD MANAGEMENT**

SPECIAL/SUPPLEMENTARY EXAMINATIONS

**SERIES: FEBRUARY 2015**

**TIME: 2 HOURS**

**INSTRUCTIONS:**

- This paper consists of **FIVE** questions.
- Answer question **ONE (Compulsory)** and any other **TWO** questions.

***This paper consists of Two printed pages.***

### QUESTION 1 (Compulsory)

- a) Budgets are based on a planned level of activities or volume of output, which determines the resources required. Due to scarce resources explain briefly **FIVE** factors influencing salary budget. (10 marks)
- b) As the Human Resource Manager you are requested to do a presentation of **FOUR** approaches that can be used to express the cost of the benefits to the board of directors. (10 marks)
- c) You are a student doing Higher Diploma in Human Resource Management. Your lecturer requested you to do a brief presentation on any **TWO** types of Reward policies you know. (10 marks)

### QUESTION 2

The Salary and Remuneration Commission (SRC) of Kenya moderate salaries of many state officers after conducting a job evaluation exercise. As a Human Resource Scholar you are to expound on **FIVE** components and factors affecting remuneration package that you could have informed the commission on. (20 marks)

### QUESTION 3

- a) Despite putting a reward system in Mwamko Ltd a proper job evaluation is very critical. Discuss **FIVE** purpose of job evaluation. (10 marks)
- b) Briefly outline **FIVE** principles of Performance Management. (10 marks)

### QUESTION 4

- a) The Board of Directors requested you as the Human Resource Manager to present to them **FIVE** different types of performance related pay schemes so as to enable them make a decision. (10 marks)
- b) Patiliza Ltd Company is under new management and would like to start on the right foot with every process. You as a consultant are hereby requested to explain and give guidelines on establishing wage system in Patiliza Ltd. (10 marks)

### QUESTION 5

- a) Wages and salary policy are an integral part of the personnel function and should be linked to the overall corporate objective. Briefly outline **FIVE** characteristics of such a policy. (10 marks)
- b) The Employment Act 2007, laws of Kenya outlines rights of both employee and employer. Briefly outline **FIVE** persons exempted from the workmen's Compensation Act Cap 236. (10 marks)