



# TECHNICAL UNIVERSITY OF MOMBASA

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SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

**UNIVERSITY EXAMINATION FOR:**

**BACHELOR OF COMMERCE, BACHELOR OF BUSINESS**

**ADMINISTRATION**

**BHR 4306: REWARD MANAGEMENT**

**END OF SEMESTER EXAMINATION**

**SERIES: APRIL 2017**

**TIME: 2 HOURS**

**DATE: Pick Date July 2017**

## **Instructions to Candidates**

You should have the following for this examinations

*-Answer Booklet, examination pass and student ID*

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

**Do not write on the question paper.**

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## **Question ONE**

- a) Describe the key requirements of an effective pay for performance system. (10 marks)
- b) Every dynamic organisation should conduct a salary survey. Discuss the merits of a company conducting a do-it-yourself survey. (10 marks)
- c) Describe the issues addressed by a reward policy of an organisation. (10 marks)

## **Question TWO**

- a) Discuss the merits of gain sharing as an incentive scheme for workers of an organisation. (10 marks)

- b) Describe the aspects covered in a reward policy of a company. (10 marks)

### **Question THREE**

- a) Describe the strengths of providing workers with a group bonus scheme. (10 marks)
- b) The failure of an organisation's pay for performance system has been blamed on certain factors. Discuss. (10 marks)

### **Question FOUR**

- a) Organisations have seen the need for a salary survey before setting up a pay system. Discuss. (10 marks)
- b) It is important for job evaluation to be done before pay administration. Discuss. (10 marks)

### **Question FIVE**

- a) Describe the factors affecting the levels of pay for different workers of an organisation. (10 marks)
- b) Describe the types of stock option plans that an organisation can offer its employees. (10 marks)