



TECHNICAL UNIVERSITY OF

MOMBASA

School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:
DIPLOMA IN HUMAN RESOURCE MANAGEMENT
BHR 2208: REWARD MANAGEMENT
END OF SEMESTER EXAMINATION

SERIES: APRIL 2025

TIME: 2 HOURS

DATE: Pick Date Apr 2025

Instructions to Candidates

You should have the following for this examination

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.

QUESTION ONE

- a) Explain the principal elements that should be included in a reward system of an organization. (10 marks)
- b) A salary surveyor can obtain data in various ways. Explain the sources of data for salary survey. (10 marks)
- c) Job evaluation is essential for pay administration. Explain the merits of conducting job evaluation. (10 marks)

QUESTION TWO

- a) Majuu Enterprises Ltd is a large manufacturing organization which uses the broad banding pay structure. Describe the benefits enjoyed by using this pay structure. (10 marks)
- b) Many organizations use the Point Factor technique of job evaluation. Describe the merits of the Point Factor technique. (10 marks)

QUESTION THREE

- a) Workers should be rewarded for the contribution they make to attain the goals of the organization. Explain the importance of rewarding workers of any organization. (10 marks)
- b) Explain the circumstances under which the group incentives would be suitable when considering an incentive scheme for workers of an organization. (10 marks)

QUESTION FOUR

- a) Describe the steps followed during the job ranking method of job evaluation. (10 marks)
- b) Explain the benefits enjoyed by an organization that provides its employees with an incentive plan. (10 marks)

QUESTION FIVE

- a) Jobs are compared jobs by using certain basic factors that the jobs have in common. Describe the compensable factors of a job. (10 marks)
- b) There are factors that affect levels of pay for different employees in any organization. Explain. (10 marks)