



TECHNICAL UNIVERSITY OF

MOMBASA

School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

BHR 2208: REWARD MANAGEMENT

SUPPLEMENTARY/SPECIAL EXAMINATION

SERIES: NOVEMBER 2025

TIME: 2 HOURS

DATE: Pick Date Nov 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) Dynamic organizations should conduct salary surveys. Describe the benefits derived from carrying out a salary survey. (10 marks)
- b) Explain the types of individual incentive plans that an organization has at its disposal when considering incentive plans for its employees. (10 marks)
- c) Explain the compensable factors of a job which would be used to establish how jobs compare to one another. (10 marks)

QUESTION TWO

- a) Explain the merits of the career family pay structure. (10 marks)
- b) Point Factor is one of the methods of job evaluation. Explain the factors used for the Point Factor technique of evaluating jobs. (10 marks)

QUESTION THREE

- a) Describe the types of group incentives that an organization could offer its workers. (10 marks)
- b) Explain the criteria for grade and pay structures for an organization. (10 marks)

QUESTION FOUR

- a) Highlight the key factors that would lead to change of a reward policy of a large organization. (10 marks)
- b) Explain the major issues that would be addressed by the reward policies of an organization. (10 marks)

QUESTION FIVE

- a) Explain the reward management guiding principles that should be considered by every organization when setting up a reward system. (10 marks)
- b) Describe the factors that should be put in mind by an organization when choosing the type and depth of salary data analysis. (10 marks)