



TECHNICAL UNIVERSITY OF MOMBASA

School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:
DIPLOMA IN BUSINESS MANAGEMENT/DIPLOMA IN HUMAN
RESOURCE MANAGEMENT

BHR 2208: REWARD MANAGEMENT

END OF SEMESTER EXAMINATION

SERIES: JULY 2025

TIME: 2 HOURS

DATE: Pick Date Jul 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 **FIVE** benefits of having reward policies in an organization (10 marks)
- b) Discuss **FIVE** internal factors that influence employee's remuneration in an organization (10 marks)
- c) State and explain **FIVE** non-financial incentives organizations can use to motivate employees (10 marks)

QUESTION TWO

2a) Explain **FIVE** benefits of job evaluation to an organization (10 marks).

2b) Discuss **FIVE** types of deductions that can fully be made by an employer from an employee's wages (10marks).

QUESTION THREE

3a) Describe **FIVE** types of fringe benefits offered by organizations to it's employees (10 marks)

3b) Highlight **FIVE** objectives of an organizations pay system (10 Marks)

QUESTION FOUR

4a) Discuss any **FIVE** strategies used by organizations to retain employees (10 marks)

4b) Discuss **FIVE** components of executive compensation (10 marks)

QUESTION FIVE

5a) Discuss **FIVE** advantages of team-based pay (10 marks)

5b) Highlight **FIVE** challenges organizations face in rewarding employees in today's organizations (10 marks)