



TECHNICAL UNIVERSITY OF MOMBASA

School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:
BACHELOR OF BUSINESS ADMINISTRATION
BHR 4306: REWARD MANAGEMENT
SPECIAL AND SUPPLEMENTARY 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) Organizations have seen the need to conduct salary surveys. Salary surveyors have at their disposal various sources from which they can obtain data. Describe the sources of data for salary survey. (10 marks)
- b) Competitive pay for workers of an organization is a strategic move. Describe the factors that affect levels of pay for different employees of an organization. (10 marks)
- c) Job evaluation is a prerequisite for pay administration. Elucidate. (10 marks)

QUESTION TWO

- a) Broad banding is a common pay structure used by organizations. Describe the benefits enjoyed by organizations which adopt this pay structure. (10 marks)
- b) Many organizations use the Point Factor technique of job evaluation because of the strengths that are derived. Elucidate the merits of the Point Factor technique. (10 marks)

QUESTION THREE

- a) Organizations reward employees for the contribution they make in attaining the vision of the organization. Describe the merits of compensating workers of any organization. (10 marks)
- b) Organizations may provide group incentives to their employees in order to attract the best workers. Describe the instances when the group incentive is suitable as an incentive scheme for workers of an organization. (10 marks)

QUESTION FOUR

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

QUESTION FIVE

- a) There are essential elements of a reward system of an organization. Describe these elements. (10 marks)
- b) Evaluating jobs entails comparing jobs by establishing certain basic factors that the jobs have in common. Describe the compensable factors of a job.

marks)

(10