

University Examinations 2011/2012

THIRD YEAR, SECOND SEMESTER EXAMINATIONS FOR THE DEGREE OF
BACHELOR OF COMMERCE

HCB 2216: REWARD MANAGEMENT

DATE: APRIL 2012

TIME: 2 HOURS

INSTRUCTIONS: *Answer question **one** and any other **two** questions*

QUESTION ONE (30 MARKS)

- a. Discuss any five guiding principles for grade and pay structures (10 Marks)
- b. Explain the demerits of contingent pay (10 Marks)
- c. Discuss five forms of allowances paid to employees in Kenya (10 Marks)

QUESTION TWO (20 MARKS)

Market rate analysis is conducted to produce data in the level of pay and benefits for similar jobs in comparable organizations. Discuss various sources of market rate data (20 Marks)

QUESTION THREE (20 MARKS)

- a. Briefly explain the aims of job evaluation (10 Marks)
- b. Identify and explain any five job evaluation schemes used in organizations (10 Marks)

QUESTION FOUR (20 MARKS)

Drawing examples from a Kenyan organization 'context' discuss five types of grade and pay structures. (20 Marks)

QUESTION FIVE (20 MARKS)

Discuss any five forms of contingent pay available in organization's reward schemes (20 Marks)

