



# MASEÑO UNIVERSITY

## UNIVERSITY EXAMINATIONS 2012/2013

### SECOND YEAR FIRST SEMESTER EXAMINATIONS FOR THE DEGREE OF MASTER OF BUSINESS ADMINISTRATION (CITY CAMPUS - WEEKEND)

#### **MBA 838: EMPLOYEE COMPENSATION**

*Date: 21<sup>st</sup> July, 2013*

*Time: 2.00 – 5.00 p.m.*

---

#### INSTRUCTIONS:

1. Attempt ANY FOUR questions
2. All questions carry equal marks.

**Question One**

- i. Explain the factors that influence wage and salary structure and administration. [5mks]
- ii. Discuss the classifications of incentive plans. [10mks]

**Question Two**

- i. Discuss some methods of performance appraisal. [8mks]
- ii. Explain individual employee services that a new recruit can expect from your firm. [4mks]
- iii. Make a short explanatory note on "Executive compensation in Kenya." [3mks]

**Question Three**

Evaluate the compensation related sections of Kenya Laws and regulations. [15mks]

**Question Four**

- i. What do you understand by the concept "Total compensation plan?" [3mks]
- ii. Contrast legally required from voluntary employee benefit plans. [8mks]
- iii. Explain the basic requirements of an employee benefit programme. [4mks]

**Question Five**

- i. Define the term salary survey. [2mks]
- ii. Discuss the components of remuneration. [4mks]
- iii. What factors influence employee remuneration? [9mks]

**Question Six**

- i. Distinguish between pay grades and pay ranges. [3mks]
- ii. Analyze the theories of employee remuneration. [8mks]
- iii. Describe the dimensions of pay equity. [4mks]