



**MASENO UNIVERSITY**  
**UNIVERSITY EXAMINATIONS 2016/2017**

**THIRD YEAR SECOND SEMESTER EXAMINATIONS FOR THE  
DEGREE OF BACHELOR OF BUSINESS ADMINISTRATION WITH  
INFORMATION TECHNOLOGY**

**MAIN CAMPUS**

**ABA 334: COMPENSATION MANAGEMENT**

Date: 6<sup>th</sup> June, 2017

Time: 3.30 - 6.30 pm

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**INSTRUCTIONS:**

- Answer question ONE and any other THREE questions.
- Question one carries 25 marks and the rest 15 marks each.



**Question One**

(a) Highlight any five objectives of the compensation management process  
(5Marks)

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(b) Explain the process of compensation management (20 Marks)

**Question Two**

(a) Highlight any five advantages of contingent pay schemes to organizations  
(10 Marks)

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(b) Explain the importance of salary surveys in compensation management  
(5 Marks)

**Question Three**

Discuss the major trends that have impacted the process of compensation management in the 21<sup>st</sup> Century  
(15 Marks)

**Question Four**

a) Highlight five ranges of benefits that an organization may provide to its employees  
(10 Marks)

b) Elaborate five roles of a human resource specialist in compensation management  
(5 Marks)

**Question Five**

a) Highlight any five roles of a compensation plan (5 Marks)

b) In developing a compensation plan, one must take into consideration a number of factors. Highlight five of these  
(10 Marks)

**Question 6**

- a) Explain what you understand by the term compensation in the context of employment within the organization (5 Marks)
- b) Discuss factors that would influence pay decisions within organizations (10 Marks)