

**W1-2-60-1-6**

**JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY**

**UNIVERSITY EXAMINATIONS 2018/2019**

**YEAR III SEMESTER I EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**HEH 2302: REWARD MANAGEMENT**

**DATE: AUGUST 2019 TIME: 2 HOURS**

**INSTRUCTIONS: Answer question one (compulsory) and any other two questions.**

**QUESTION ONE (30 MARKS)**

a. Explain the objectives of performance management. (10 marks)

b. Explain five factors influencing a remuneration package for employees. (10 marks)

c. Discuss one method that can be used in job evaluation, its advantages and disadvantages. (10 marks)

**QUESTION TWO (20 MARKS)**

a. Discuss the concept “Performance Related Pay”, briefly highlighting the advantages.

 (10 marks)

b. Discuss the “Time Rate Wage System”, clearly elaborating on its advantages. (10 marks)

**QUESTION THREE (20 MARKS)**

a. Explain any two types of benefits that employees can receive as compensation/reward.

 (10 marks)

b. Explain the concept grade shift and further discuss how to prevent grade drifts.

 (10 marks)

**QUESTION FOUR (20 MARKS)**

a. Explain the benefits of instituting salary budgets and salary control. (10 marks)

b. Discuss the concept salary administration and further elaborate the advantages of a salary administration program in an organization. (10 marks)