



**MURANG'A UNIVERSITY COLLEGE**  
**(A Constituent College of Jomo Kenyatta University of Agriculture and Technology)**  
**SCHOOL OF BUSINESS**  
**HUMAN RESOURCE DEPARTMENT**  
**2015/2016 ACADEMIC YEAR**  
**THIRD YEAR FIRST SEMESTER ORDINARY EXAMINATIONS**  
**BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**  
**HEH 2302: REWARD MANAGEMENT**

TIME: 2 HOURS

DATE: 8-12-2015

**INSTRUCTIONS:** Answer question 1 and any other two questions.

**QUESTION ONE**

- a) Explain the significance of the components in designing as effective performance management process. (14 Marks)
  
- b) 'Internal and external factors are important in employee remuneration.' Discuss (20 Marks)
- c) Distinguish the terms below:- (6 Marks)
  - i) Performance Management and Reward Management
  - ii) Remuneration and incentives
  - iii) Job Evaluation and Pay Structure

## **QUESTION TWO**

- a) ABC organization has received complains on its incentive system from the workers. You are the HR manager of Sortafter Manufacturing Company and you are mandated to install a new incentive scheme by the management. Explain the steps that you would use as a guideline. (14 Marks)
- b) Explain workmen compensation (6 Marks)

## **QUESTION THREE**

- a) Elaborate on the components of employee remuneration (10 Marks)
- b) Explain the concerns of reward policy (10 Marks)

## **QUESTION FOUR**

- a) Elaborate on job evaluation methods (14 Marks)
- b) Explain the merits and demerits of incentives (6 Marks)