



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE

UNIVERSITY ORDINARY EXAMINATION

2017/2018 ACADEMIC YEAR

**THIRD YEAR FIRST SEMESTER EXAMINATION FOR THE DEGREE OF
SCIENCE (HUMAN RESOURCE MANAGEMENT)**

BHR 304/ HEH 2302 – REWARD MANAGEMENT

DURATION: 2 HOURS

DATE: 14TH DECEMBER 2017

TIME: 2.00 – 4.00 P.M.

Instructions to Candidates:

1. Answer **Question 1** and **Any Other Two** questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

SECTION ONE - COMPULSORY

QUESTION ONE

- (a) Define performance management as used in Human Resource Management. (2 marks)
- (b) List **Ten** components of remuneration package. (5 marks)
- (c) Outline **Ten** factors influencing pay package in the institution. (10 marks)
- (d) Describe any **Five** structures in the organization. (10 marks)
- (e) Identify any **Three** importance of national Hospital Insurance Fund. (3 marks)

SECTION TWO – ANSWER ANY TWO QUESTIONS

QUESTION TWO

- (a) Discuss any **Five** needs for establishing salary market rates in an organization (10 marks)
- (b) Demonstrate the purpose of job evaluation when dealing with salary determination. (10 marks)

QUESTION THREE

- (a) Illustrate the difference between any two types of job evaluation. (10 marks)
- (b) Critique any **Five** points for and any five points against job evaluation. (10 marks)

QUESTION FOUR

- (a) Explain any **Five** types of graded structures used in salary determination. (10 marks)
- (b) Evaluate the narrow – graded structuring in salary determination. (10 marks)