MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE

UNIVERSITY ORDINARY EXAMINATION

2023/2024 ACADEMIC YEAR

THIRD YEAR **FIRST** SEMESTER EXAMINATION FOR BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

BHR 304 – REWARD MANAGEMENT

DURATION: 2 HOURS

INSTRUCTIONS TO CANDIDATES:

1. Answer question **ONE** 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 A (30 MARKS)

QUESTION ONE (30 MARKS)

    a) Identify internal factors affecting reward management.   (5 marks)

    b) State five characteristics of a good performance management system.   (5 marks)

    c) Give five factors to consider in establishing competitive market rates.   (5 marks)

    d) Name the objectives of wage / salary controls.   (5 marks)

    e) Highlight methods / techniques of job evaluation.   (5 marks)

    f) Itemize types of relevant labour legislation.   (5 marks)

SECTION B (40 MARKS) ANSWER ANY TWO QUESTIONS

QUESTION TWO (20 MARKS)

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

    b) Discuss five components of reward management   (10 marks)

QUESTION THREE (20 MARKS)

    a) Elaborate on factors that influence remuneration package.   (12 marks)

    b) Explain objectives of job evaluation.   (8 marks)

QUESTION FOUR (20 MARKS)

a) Summarise performance related pay.   (10 marks)

b) Elaborate on employee benefits.   (10 marks)