



FreeExams.co.ke

**UNIVERSITY EXAMINATIONS
SPECIAL/ SUPPLEMENTARY EXAMS
2022/2023 ACADEMIC YEAR
THIRD YEAR SECOND SEMESTER
FOR THE DEGREE OF BACHELOR COMMERCE**

COURSE CODE: BCH 321

COURSE TITLE:REWARD MANAGEMENT

DATE:09/08/2023 TIME: 2:00PM-4:00PM

INSTRUCTIONS TO CANDIDATES

- 1) Answer Question **ONE**(Compulsory) and **ANY OTHER TWO** Questions
 - 2) Candidates must hand in their answer booklets to the invigilator while in the examination room
 - 3) Credit is given for legibility, clarity and use of relevant examples
 - 4) Question **ONE** is **30 marks** while Questions **2-5** carry **20 marks** each
 - 5) Clearly write your **Registration Number** on each answer sheet used
-

TIME:2 Hours

QUESTIONS : SECTION A

QUESTION ONE

- (a) (i) Define job evaluation **(2mks)**
 - (ii) Argue out the case for and against job evaluation **(10mks)**
- (b) The concept of financial rewards has aroused strong feelings amongst those who support and those who oppose them. Bring out the arguments against financial rewards **(10mks)**
- (c) Give any **FOUR** classifications Non-financial rewards **(8mks)**

QUESTIONS : SECTION B

QUESTION TWO

- (a) (i) You have been invited to give a talk on 'Effective Rewarding of Employees' in organization XYZ. Explain to them the concept of total reward **(10mks)**
 - (ii) What benefits will the organization have for using the total reward approach to reward management? **(5mks)**
- (b) Describe the purpose of reward strategy to an organization **(5mks)**

QUESTION THREE

- (a) Employee benefits are elements of remuneration given in addition to the various forms of cash pay. Examine any **FIVE** categories of benefits that organizations can offer **(10mks)**
- (b) What are pay reviews and why should organizations conduct them? **(10mks)**

QUESTION FOUR

- (a) Distinguish between the following Contingent pay schemes:
 - (i) Performance related pay **(2mks)**
 - (ii) Competence related pay **(2mks)**
 - (iii) Contribution related pay **(2mks)**
 - (iv) Skill based pay **(2mks)**
 - (v) Service related pay **(2mks)**
- (b) Examine the role of the Salaries and Remuneration Commission in wage regulation in Kenya **(10mks)**

QUESTION FIVE

- (a) Describe the various types of grade and pay structures that an organization can use
(10mks)
- (b) Examine the types of pension schemes used by Kenyan organizations **(10ms)**