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UNIVERSITY EXAMINATIONS

2022/2023 ACADEMIC YEAR

SECOND YEAR FIRST SEMESTER

SPECIAL/SUPPLEMENTARY EXAMINATION

FOR THE DIPLOMA OF BUSINESS MANAGEMENT

COURSE CODE: DHR 102

COURSE TITLE: INDUSTRIAL AND LABOUR RELATIONS

DATE: 09/08/2023

TIME 2.00PM – 04.00PM

INSTRUCTION TO CANDIDATES

- 1) The paper contains **FIVE** questions
- 2) Attempt **THREE** questions
- 3) Question **ONE** is Compulsory

TIME: 2 Hours

QUESTION ONE

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- (a). Define job evaluation. (2mks)
- (b). Explain the objectives of job evaluation. (6mks).
- ©. Write a comprehensive note on wage differentials. (5mks)
- (d). What is performance analysis. Discuss various methods of performance analysis. (8mks).
- (e). What do you mean by performance appraisal (3mks)
- (f). Write short notes on the following methods of performance appraisal.
- (i). Ranking method (3mks)
- (ii). Graphical scales method (3mks)

QUESTION TWO

- (a). Briefly describe the basic principle of job evaluation (10mks)
- (b). State the advantages and limitations of job evaluation (10mks)

QUESTION THREE

- (a). Describe the various methods of job evaluation (10mks).
- (b). Describe the differences between performance analysis and job evaluation (10mks).

QUESTION FOUR

- (a). Discuss the main features , merits and demerits of time and piece wage systems.(10mks)
- (b) Compare and contrast the main features of halsey and rowan plans of bonus payment. (10mks)

QUESTION FIVE

- (a). What are non wage incentives? Examine the role of non monetary incentives in promoting workers efficiency. (10mks)
- (b). Write an essay on 'profit sharing' in an organization. (10mks)