



# **KIBABII UNIVERSITY COLLEGE (KIBUCO)**

## **MAIN CAMPUS**

**UNIVERSITY EXAMINATIONS  
2014 /2015 ACADEMIC YEAR**

**THIRD YEAR FIRST SEMESTER EXAMINATIONS**

**MAIN EXAMINATION**

## **FOR THE DEGREE OF BACHELOR OF COMMERCE**

**COURSE CODE: BCH 321**

**COURSE TITLE: REWARD MANAGEMENT**

**DATE: 15<sup>TH</sup> JANUARY 2015**

**TIME: 11.30-1.30 P.M**

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### **INSTRUCTIONS TO CANDIDATES:**

Answer Question ONE and any other Two Questions

TIME: 2 Hours

- Q1(a) What is meant by Reward Management? (2 marks)
- (b) What is Market Rate Analysis? (2 marks)
- (c) Explain the term Pay Structure? (1 mark)
- (d) Explain any FIVE purposes of rewards when administered within organizations? (10 marks)
- (e) Explain the concept of Job Evaluation? (5 marks)
- (f) State and briefly explain any FIVE methods Performance Appraisal? (10 marks)

**SECTION B: Answer any Two questions**

- Q2. Describe **THREE** different approaches of Job Evaluation that can be used in a manufacturing company? (20 marks)
- Q3. State and briefly explain any FIVE elements of pay that can be used in an organization? (20 marks)
- Q4. Explain different types of performance related pay systems? (20 marks)
- Q5. (a) Discuss the importance of pay as a motivator? (10 marks)
- (b) Describe the characteristics of benefits? (10 marks)