



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: 15TH JANUARY 2015

TIME: 11.30-1.30 P.M

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)