



KIBABII UNIVERSITY COLLEGE (KIBUCO)

MAIN CAMPUS

**UNIVERSITY EXAMINATIONS
2014 /2015 ACADEMIC YEAR**

FIRST YEAR FIRST SEMESTER EXAMINATIONS

MAIN EXAMINATION

MASTERS DEGREE

IN

SCIENCE HUMAN RESOURCE MANAGEMENT

COURSE CODE: HRM 804

COURSE TITLE: REWARD MANAGEMENT

DATE: 9TH DECEMBER, 2014

TIME: 2.00-4.00 P.M

INSTRUCTIONS TO CANDIDATES:

Answer Question ONE and any other Two Questions

TIME: 2 Hours

Read the passage below and answer the questions below as posed by the consultant

You have been recently employed as a Human Resource Manager at Furaha Firm after graduating with your Master of Science Degree in Human Resource Management. As soon as you are inducted in your new job, you realize that the officers who are to work under you in the Human Resource Department are grossly underpaid and so is everyone else in the organization. You decide to call a consultant to take reasons why employees need to be rewarded well.

As the Head of HR, the consultant wants you to answer the following questions first before he begins his presentation.

REQUIRED

- a) “The design and implementation of a compensation system is one of the most complex activities for which Human Resource managers are responsible.” Discuss any 8 factors that contribute to this complexity. (8 marks)
- b) “The system that an organization uses to reward employees can play an important role in the organization’s efforts to gain a competitive advantage and to achieve its major objectives” in light of this statement, explain any 12 aims of compensation in an organization (12 marks)
- c) “Equity refers to the balance between the inputs an individual brings to a job and the outcomes she receives from it” Using appropriate examples, discuss how Equity can be established at Furaha Firm as you design your reward strategy. (10 marks)

QUESTION TWO

“Job evaluation can be defined as an activity that sets out to make a systematic comparison between jobs so as to assess their relative work.” Support this statement in light of Non-Analytical methods of Job Evaluation (15 marks)

QUESTION THREE

- a) Discuss any 10 barriers to performance based pay (10 marks)
- b) Designing a salary structure goes through various steps. With appropriate examples, discuss the steps (5 marks)

QUESTION FOUR

- a) A good individual incentive plan should possess certain pre-requisites. Discuss (10 marks)
- b) Executive Incentives can come in different forms. Discuss this statement using appropriate examples as a Human Resource professional (5 marks)

QUESTION FIVE

The management of reward in organizations is faced with various challenges in the 21st Century. Discuss (15 marks)