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KIRIRI WOMEN'S UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2021/2022 ACADEMIC YEAR
END OF SEMESTER EXAMINATION

FOR THE DIPLOMA IN HUMAN RESOURCE MANAGEMENT

UNIT CODE: DHR 1111
UNIT TITLE: REWARD MANAGEMENT
EXAM TYPE: EXAM
LECTURERS NAME:
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LECTURES CONTACT: 0720 596316

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

Cheka Company Ltd is a private Limited company located in Mombasa County. Cheka Ltd feels that it is only through implementation of the reward system that they can achieve their organizational goals.

- a) Advice the management of Cheka Ltd on the value of having a reward strategy (6 marks)

- b) Explain the arguments against contingency pay to the management of Cheka Ltd (6 marks)
- c) Specify on the factors that may affect compensation planning at Cheka Ltd (6 marks)
- d) Identify the SIX kinds of fringe benefits to that the management of Cheka Ltd could employ to boost employee productivity (6 marks).
- e) Advice the management of Cheka Ltd on the FOUR modes of compensation that they would adopt to ensure that all the needs of their employees were taken care of (6 marks)

QUESTION TWO

- a) With an aid of a diagram, analyze the steps involved in the process of job evaluation as practiced at the workplace (10 marks).
- b) Highlight the main aims of the reward management in organizations today (6 marks).
- c) Specify the four main advantages of Job description in an organization of your choice (4 marks).

QUESTION THREE

- a) Evaluate the need for performance appraisals in present day organizations (8 marks).
- b) The formulation of reward strategy can be described as a process for developing and defining a sense of direction. Evaluate the phases involved in the development of an effective reward strategy in reference to the statement above (8 marks).
- c) Explain the contributions of the performance management system in present day organizations(4 marks)

QUESTION FOUR

- a) Examine the principles of wage and salary administration that are applied by human resource managers of the 21st Century (8 marks).
- b) Analyze the weaknesses of the grading method of job evaluation as employed by human resource managers in organizations today (8 marks).
- c) Explain the four major unique aspects of Job enrichment as practice in major organizations globally (4 marks)

QUESTION FIVE

- a) Evaluate the objectives of compensation planning to Employees (8 marks)
- b) Explain the factors affecting wage and salary administration in Kenyan organizations (8 marks)
- c) Analyze the objectives of a sound compensation structure to the employees in present day organizations (4 marks).