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KIRIRI WOMEN'S UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2022/2023 ACADEMIC YEAR
FIRST YEAR, FOURTH SEMESTER EXAMINATION
FOR THE DIPLOMA IN HUMAN RESOURCE MANAGEMENT
DHR 1111: REWARD MANAGEMENT

Date: 15TH DECEMBER 2022

Time: 11:30a.m- 1:30p.m

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

- a) Analyze the reward guiding principles that organizations should adopt to avoid inequalities as well as foster good work relationships. (6 Marks)
- b) You have been called upon by the Human Resource Manager of Denka Company Limited to make a presentation on the “factors affecting compensation planning.” Prepare an outline of the report putting into consideration the need for continuous improvement. (6 Marks)
- c) Explain the aims of effective reward management systems in present day organizations. (6 Marks)
- d) Outline the benefits of carrying out job evaluation to improve on their pay structures. (6 Marks).
- e) Describe the contributions of effective performance management systems in organizations in Kenya. (6 Marks).

QUESTION TWO (20 MARKS)

- a) Explain the dangers of a poorly implemented performance management system in the post pandemic era. (10 Marks)
- b) Specify the weaknesses of the grading method of job evaluation in a modern organization. (10 Marks)

QUESTION THREE (20 MARKS)

- a) Describe the principles of wage and salary administration in present day organizations. (10 Marks)
- b) Evaluate the benefits of a total reward approach in the dynamic business environment. (10 Marks)

QUESTION FOUR (20 MARKS)

- a) Analyse the Towers Perrin Model of total reward applied in modern organizations. (10 Marks)
- b) Explain the components of an effective reward system in a modern organization. (10 Marks)

QUESTION FIVE (20 MARKS)

- a) Examine the phases involved in the development of an effective reward strategy. (10 Marks)
- b) Evaluate the benefits that employers derive from a sound compensation structure. (10 Marks)