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KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2023/2024 ACADEMIC YEAR
THIRD YEAR, SECOND SEMESTER EXAMINATION
FOR THE DEGREE OF BACHELOR OF SCIENCE
(BUSINESS ADMINISTRATION)

Date: 14th December, 2023
Time: 8.30am –10.30am

KHR 307 - REWARD MANAGEMENT

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

TIKA TECHNOLOGIES LIMITED (TTL)

Tika Technologies Limited is a global technology corporation operating in multiple nations. TTL lays significant focus on its incentive management techniques and aligns its rewards system with tax planning in order to be competitive in the global talent market. Attracting top staff to its new headquarters in a nation with high taxes was proving to be difficult for the company. They implemented a thorough incentive programme that included tax planning to solve this. In order to counteract the higher tax rate, the management of TTL through the human resource department, provided employees in the high-tax nation with customized compensation packages that included a higher base wage. Employee participation in the local retirement savings programme, which offered tax incentives, was pushed by the company. TTL matched employee donations, making the programme even more appealing. The corporation offered stock options to its employees worldwide, with a vesting plan that complied with tax regulations. As a result, the employees were able to gain from advantageous tax rates for long-term investments. TTL instituted a tax equalization policy for employees doing overseas assignments. The fact that TTL covered the additional taxes arising from the assignment ensured that workers wouldn't pay taxes twice. Tika Technologies Limited was able to draw and keep top talent in the high-tax nation by instituting a reward structure that prioritized tax preparation. Along with improving employee satisfaction, the business minimized its own tax obligations while still adhering to local tax laws. The strategic approach to reward management taken by the management of TTL, which includes tax planning, emphasizes how crucial it is to customize rewards in order to comply with local tax rules and maintain competitiveness in the global talent market.

Required

- a) Specify the main goals Tika Technologies Limited has for its incentive management strategies.
(6 Marks)
- b) Advise the management of Tika Technologies Limited on the factors that should always be considered when determining their employees' compensation plans.

(6 marks)

- c) As a human resources specialist, identify all of the different pay models that Tika Technologies Limited management ought to implement in order to stay competitive and draw in the best employees from the labour pool. (6 Marks)
- d) The board of directors of Tika Technologies Limited has requested that you give your ideas for the perfect performance management system. Develop a plan for the same. (6 marks)
- e) Analyze the advantages of the successful tax planning techniques Tika Technologies Limited used to raise the calibre of their offerings. (6 marks)

QUESTION TWO (20 MARKS)

- a) You have been invited present on “the need for a well-designed compensation plan” at a global HRM symposium. Prepare talking points for the aforementioned presentation. (8 Marks)
- b) Examine ways in which organizations can reward their top performers. (7 Marks)
- c) As a human resource manager, evaluate the difficulties that organizations may have in salary administration. (5 Marks)

QUESTION THREE (20 MARKS)

- a) Analyze the importance of effective reward management strategies in executive development. (8 Marks)
- b) With an aid of a diagram, describe the five step model for the creation of a reward management policy. (6 Marks)
- c) “Millennial are a generation that was born between 1981 and 1996, so it is important to take their particular requirements, interests, and goals into account when creating effective compensation packages for them”. Describe the methods of remunerating millennial in relation to this assertion. (6 Marks)

QUESTION FOUR (20 MARKS)

- a) Examine the difficulties that a human resource manager faces during the job evaluation process. (8 Marks)
- b) Describe the advantages of 360-degree feedback performance reviews adopted in contemporary businesses. (6 Marks)
- c) Explain the primary objectives of conducting salary surveys in organizations. (6 Marks)

QUESTION FIVE (20 MARKS)

- a) The goal of tax planning is to minimize your tax liability by managing your financial affairs. In light of this remark, explain the tax planning techniques that people and companies would want to take into consideration. (5 Marks)
- b) Justify the need for effective performance management systems in organizations. (8 Marks)
- c) Evaluate the benefits of instituting salary controls in contemporary organizations. (7 Marks)