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**KIRIRI WOMEN'S UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**UNIVERSITY EXAMINATION, 2023/2024 ACADEMIC YEAR**  
**FIRST YEAR, FOURTH SEMESTER EXAMINATION**  
**FOR THE DIPLOMA IN HUMAN RESOURCE MANAGEMENT**  
**DHR 1111: REWARD MANAGEMENT**

Date: 20<sup>TH</sup> APRIL 2023  
Time: 11:30AM-1:30PM

**INSTRUCTIONS TO CANDIDATES**

**ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS**

**QUESTION ONE (30 MARKS)**

- Explain the reward guiding principles that organizations should implement in order to prevent additional inequities and build strong working relationships. (6 Marks)
- The management of Kimba Company Limited has asked you to give a presentation on "factors affecting compensation planning." Prepare a report outline while putting into consideration the requirements for continuous improvement in mind. (6 Marks)
- Explain the goals of successful reward management in modern organizations (6 Marks)
- Examine the advantages of doing job evaluations in order to enhance compensation structures (6 Marks)
- As a human resource assistant, explain the benefits of using performance-based pay as a contingency compensation scheme to increase employee productivity (6 Marks)

**QUESTION TWO (20 MARKS)**

- Explain the risks of a poorly designed performance management system in the post-pandemic environment (6 Marks)
- Examine the phases involved in the development of an effective reward strategy (8 Marks)
- Analyze the benefits brought about by effective performance appraisals in present day organizations (6 Marks)

**QUESTION THREE (20 MARKS)**

- Assess the principles of wage and salary administration in present day organizations (8 Marks)
- Evaluate the steps involved in the development of a reward strategy (6 Marks)
- Advise the management of DETY Company limited on the benefits of a comprehensive or total reward approach to effective management of human resource (6 Marks)

**QUESTION FOUR (20 MARKS)**

- Explain the components of a modern organization's effective reward system (6 Marks)
- Analyze the Towers Perrin Model of total reward applied in modern organizations (8 marks)
- Explain the essentials of an adaptable performance management system (6 Marks)

**QUESTION FIVE (20 MARKS)**

- Examine the procedures involved in human capital management in global organizations (8 Marks)
- Describe the benefits of performance management systems in Kenyan organizations (6 Marks)
- As a HR assistant of CBT Company limited prepare a training programme for employees on the need for effective management of a performance management system (6 Marks)