



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

UNIVERSITY ORDINARY EXAMINATION

2024/2025 ACADEMIC YEAR

THIRD YEAR FIRST SEMESTER EXAMINATION FOR BACHELOR

OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

BHR 304 – REWARD MANAGEMENT

DURATION: 2 HOURS

INSTRUCTIONS TO CANDIDATES:

1. Answer question ONE and any other two questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

SECTION A – ANSWER ALL QUESTIONS IN THIS SECTION

QUESTION ONE (30 MARKS)

- a. State five aims of reward management. (5 marks)
- b. State five objectives of job evaluation that relate to employee rewards. (5 marks)
- c. Identify five types of benefits that an employer can give to employees in an organization. (5 marks)
- d. Outline five legislation that are relevant to employee rewards. (5 marks)
- e. Name five types of pay structures. (5 marks)
- f. State five reasons why performance management systems fail. (5 marks)

SECTION B – ANSWER ANY TWO QUESTIONS IN THIS SECTION

QUESTION TWO (20 MARKS)

- a. Discuss five non – monetary ways that an employer can use to appreciate an employee. (10 marks)
- b. It may be necessary to review salary budgets from time to time. Explain five key factors that will encourage salary budget adjustments. (10 marks)

QUESTION THREE (20 MARKS)

- a. Discuss five major internal factors that you would use as a chief executive officer of your company to determine the salaries of your employees. (10 marks)
- b. Discuss five factors that you would put into consideration in determining the pay structure in your business. (10 marks)

QUESTION FOUR (20 MARKS)

- a. Total reward strategies can help create a conducive work environment. Giving relevant examples, explain the key components of total reward. (10 marks)
- b. Discuss five salary control measures that you would apply as a manager in a fast growing company. (10 marks)