Question one

(a) Describe any five components of a remuneration package (10 marks)
(b) Distinguish between a competitive market rate and a reward policy (4 marks)
(c) Highlight any five of the benefits of performance related pay in an organisation (5 marks)
(d) Enumerate any five factors that determine the entry salary of an employee on entry or promotion in an organisation (5 marks)
(e) Explain the phrase “total reward package” as used in human resources management (4 marks)
(f) List any four statutes affecting employer-employee relations in Kenya (2 marks)

Question two

As a human resources practitioner/consultant you have been approached by the Salaries and Remuneration Commission of Kenya to advise them on the methods of job evaluation which they could adopt in the job evaluation of lecturers in Kenya. Discuss any five methods which they could adopt to achieve an objective job evaluation (20 marks)

Question three

(a) Discuss any five factors which could influence the reward system of an organisation (10 marks)
(b) Discuss any five components of a reward policy of an organisation (10 marks)

Question four

(a) Describe the procedure adopted in the formulation of a pay structure in an organisation (10 marks)
(b) Discuss any five types of performance related pay in an organisation (10 marks)

Question five

(a) Discuss any five factors affecting salaries reviews in an organisation (10 marks)
(b) Discuss the process adopted when conducting general salary reviews (10 marks)
THE CO-OPERATIVE UNIVERSITY OF KENYA

HBH 2306: REWARD MANAGEMENT

Instructions: Attempt question one and any other two questions

Time allowed: 2 hours

Question one

(a) List any five rights of an employee as provided in the Employment Act of the statutes of Kenya (5 marks)
(b) Discuss any five types of non monetary benefits employees may get in an organisation (10 marks)
(c) Distinguish between job analysis and job evaluation (4 marks)
(d) Enumerate any five reasons for offering employees competitive market rates in an organisation (5 marks)
(e) Discuss any six ways an organisation could manage its reward policy in order to improve the performance of its human resources (6 marks)

Question two

Mr Wanyama’s hardware shop is expanding, he would like to compensate his employees using the most competitive rates in the market, however he is unfamiliar with the techniques which he could adopt in order to determine the most appropriate rates. Kindly described to him the various techniques which he could adopt in order to achieve his objective (20 marks)

Question three

(a) One of the objectives of reward management is to maintain cordial relationships with labour unions. Briefly discuss any five labour unions you are familiar with in Kenya (10 marks)
(b) Discuss any five components of employee compensation in Kenya (10 marks)

Question four

(a) Discuss any five external factors affecting the employee compensation structure of an organisation (10 marks)
(b) Highlight any ten competencies evaluated in coming up with a compensation structure (10 marks)