



**The Co-operative University of Kenya**  
**END OF SEMESTER EXAMINATIONS DECEMBER, 2022**

**UNIT CODE: BHRM 3207**

**UNIT TITLE: REWARD MANAGEMENT**

**YEAR 3 SEM 1**

**DATE:**

**TIME:**

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**INSTRUCTIONS:**

- Answer question **ONE (compulsory)** and any other **TWO** questions

**QUESTION ONE**

- (a) Explain the role of Wage Boards in compensation management. (8marks)
- (b) Define the term incentives and explain five characteristics of an effective incentive plan. (12marks)
- (c) Describe the core objectives and components of the reward package (10 marks)

**QUESTION TWO**

- a) Define compensation ethics and explain the causes of ethical problems in compensation management. (12 marks)
- (b) Discuss the issues involved in international compensation management. (8marks)

**QUESTION THREE**

- (a) Discuss the role of compensation management in an organization. (10marks)
- (b) Briefly explain the essentials of a sound wage plan. (10marks)

**QUESTION FOUR**

- (a) Explain the determinants of intra and inter industry compensation differentials with suitable examples. (10marks)
- (b) Discuss different stages of compensation planning. (10marks)

**QUESTION FIVE**

- (a) Explain five challenges faced in compensation management. (10marks)
- (b) Discuss the labor market theory. (10marks)