



**MASINDE MULIRO UNIVERSITY OF
SCIENCE AND TECHNOLOGY
(MMUST)**

**UNIVERSITY SPECIAL/SUPPLEMENTARY EXAMINATIONS
2021/2022 ACADEMIC YEAR**

**THIRD YEAR FIRST SEMESTER EXAMINATIONS
FOR THE DEGREE
OF
BACHELOR OF COMMERCE**

COURSE CODE: BCB 321

COURSE TITLE: REWARD MANAGEMENT

DATE: WEDNESDAY, 3RD AUGUST 2022 TIME: 2:00 – 4:00PM

INSTRUCTIONS TO CANDIDATES

Question ONE (1) is compulsory
Answer other TWO questions
Do not write anything on the question paper

MMUST observes ZERO tolerance to examination cheating

1. a) Mololo Ltd, a medium scale leather industry has been experiencing the problem of disharmony among its employees regarding their pay. KEBANDE, a Human Resource Management expert recommended the adoption of equity in the firms' reward system. Explain types of equity that he may refer to during the exercise (10 marks)
 - b) Soita Company Ltd, an International Company operating in Kakamega has commissioned you as a Human Resource Expert to formulate a reward policy. Provide at least five examples of a reward policy (10 marks).
 - c) One of your duties as a Human Resource Manager is to evaluate various jobs with an aim of awarding salaries. The exercise requires qualified staff to be completed on time. Explain compensable factors that an organization values and choose to pay for (10 marks).
2. The management of Ochomo Complex Enterprises Ltd has in the recent past experienced a rise in employee grievances related to the manner in which their salaries have been reviewed. Explain the process of establishing a pay structure that may be followed.

(20 marks)
3. You have been appointed as a payroll administrator of Huka flowers firm based in Nairobi. Your first assignment is to come up with a salary structure for all staff. Explain the elements to be applied in a wage and salary system (20 marks).
4. a) You as a Human Resource Manager of MMUST Enterprises are in the process of establishing an incentive pay plan. Explain the five principles of such a plan (10 marks)
 - b) Briefly explain at least four methods of job evaluation (10 marks).