



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

*(The University of Choice)*

MAIN CAMPUS

UNIVERSITY EXAMINATIONS  
2022/2023 ACADEMIC YEAR

THIRD YEAR SECOND SEMESTER EXAMINATIONS  
FOR THE BACHELOR OF COMMERCE DEGREE

COURSE CODE:        BCB 321

COURSE TITLE:      REWARD MANAGEMENT

**DATE:      THURSDAY, 20<sup>TH</sup> APRIL 2023    TIME: 12:00 – 2:00PM**

**INSTRUCTIONS TO CANDIDATES**

- Answer Question ONE (Compulsory) and any other TWO questions.
- Do not write anything on the question paper.

1. a) Mama Watoto Ltd, a medium scale supermarket has been experiencing a problem of disharmony among its employees regarding salaries. Mr. Simiyu, a Human Resource Manager recommends the adoption of equity in the firms' reward system. Explain types of equity that he may refer to during the exercise (10 marks)  
  
b) Dulex Company Ltd, an International Company operating in Mumias has commissioned you as a Human Resource Expert to formulate a reward policy. Explain the contents that such policy should have (10 marks).  
  
c) One of your duties as a Human Resource Manager is to evaluate various jobs with an aim of awarding remuneration. The exercise requires qualified staff to be completed on time. Explain the methods that you may use for the evaluation (10 marks).
2. (a) The management of Kakamega Complex Enterprises Ltd has in the recent past experienced a rise in employee dissatisfaction as to the manner in which salaries were being reviewed. Explain the procedure to be followed in establishing a pay structure (10 marks)  
  
(b) 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 that would guide you (10 marks).
3. (a) You are to give a speech on rewards management in a workshop of orienting new staff. One of the items in the programme is on aims of reward Explain what you shall present on the occasion (10 marks).  
  
(b) Explain the bases of pay that you would use to remunerate your staff (10 marks).
4. (a) As a Human Resource Manager you intend to provide incentive scheme for your staff. Explain types of incentive schemes that are available (10 marks)  
  
(b) Explain conditions regulating the administration of salaries and wages (10 marks).
5. (a) Explain elements of a reward system (10 marks)  
(b) What are the factors of affecting reward (10 marks)



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**MAIN EXAMINATIONS**

**FOR THE DEGREE**

**OF**

**BACHELOR OF COMMERCE / SCIENCE ACCOUNTING**

**COURSE CODE: BCB 322**

**COURSE TITLE: LABOUR RELATIONS**

**DATE: MONDAY, 17<sup>TH</sup> APRIL 2023    TIME: 12:00 - 2:00PM**

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**INSTRUCTIONS TO CANDIDATES**

- 1. ANSWER QUESTION ONE AND ANY OTHER TWO QUESTIONS**
- 2. DO NOT WRITE ANYTHING ON THE QUESTION PAPER**

**TIME: 2HOURS**

MMUST observes ZERO tolerance to examination cheating  
BCB 322 LABOUR RELATIONS

This Paper Consists of 2 Printed Pages. Please Turn Over. 

## QUESTION ONE

- (a) Explain the features of a trade union. (10 marks)
- (b) The notoriety of the labour movement states gradually became aware of the social problems of the working class and began to step in through legislative measures limiting employers' powers to regulate the employment relationship and thus improving workers lives and working conditions. Expression of this trend in the phrase by Antonio Maura, Spanish Minister during the liberal government of the early 20<sup>th</sup> century. Thus, international labour organization establishment was established in 1919 as part of the Paris peace treaty after the end of World War 1. It's main purpose host to set labour standards. The organization played a major role in liberating Africa from colonial masters.

Explain the human rights principles based on the standards declared. (10 marks)

- (c) State the sources of employee relations Laws in Kenya. (10 marks)

## QUESTION TWO

- (a) Explain the twin objectives of said unions in Kenya. (10 marks)
- (b) Outline the benefit of investing in good Labour Relations (10 marks)

## QUESTION THREE

- (a) Outline the main purposes of Labour Relations in a firm. (10 marks)
- (b) The overall goals of every trade Union at the same. There exist different types of trade unions distributed throughout the whole labour force in Kenya. Discuss the different types of trade union distribution in Kenya. (10 marks)

## QUESTION 4

- (a) Discuss the contemporary issues facing labour market in Kenya. (10 marks)
- (b) Outline the historical development response to the issues that have faced the labour market in Kenya (10 marks)

## QUESTION FIVE

- (a) Explain the significance of labour relations in Kenya (10 marks)
- (b) Highlight problems facing the labour industry in Kenya (10 marks)