



MACHAKOS UNIVERSITY

University Examinations for 2020/2021 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ADMINISTRATION

THIRD YEAR FIRST SEMESTER EXAMINATION FOR

BACHELOR OF COMMERCE

BBA 322 WORK AND REWARD

DATE: 19/8/2021

TIME: 8.30-10.30 AM

INSTRUCTIONS:

Answer question one and any other two questions.

QUESTION ONE (30 MARKS) (COMPULSORY)

- Explain **six** principles that can be relied upon by the Human Resource practitioner in an effort to formulate policies that can effectively govern fair promotions. (6 marks)
- Explain **four** methods that can aid in proper job evaluation in order to establish a proper grading system. (4 marks)
- Explain **five** challenges likely to be faced by an organization that adopts either the individual or the group incentive schemes. (10 marks)
- Explain **five** ethical issues that are associated with work and reward and **five** measures that can be relied upon by an organization to manage ethical risks (10 marks)

QUESTION TWO (20 MARKS)

- Describe using a well labelled diagram the components of employee remuneration giving relevant examples (10 marks)
- Discuss **five** benefits and **five** limitations of incentive payments for an Organization (10 marks)

QUESTION THREE (20 MARKS)

- a) Explain **five** principles that can guide an organization towards adopting a well-structured job evaluation programme. (10 marks)
- b) Explain **five** advantages and **five** limitations of employee fringe benefits accorded to employees by their employer.

(10 marks)

QUESTION FOUR (20 MARKS)

- a) Explain **five** internal factors that influence employee remuneration (10 marks)
- b) Job design integrates work content, the reward, qualifications required for each job in a way that meets the needs of the employee and the organization. Explain **five** techniques used to design jobs in an organization. (10 marks)

QUESTION FIVE (20 MARKS)

- a) Explain **five** welfare measures that an organization can advance to its employees in an organization to enhance their wellness. (10 marks)
- b) Explain **five** unique features that can be established under executive remuneration.

(10 marks)