



MACHAKOS UNIVERSITY

University Examinations 2021/2022 Academic Year

SCHOOL OF BUSINESS, ECONOMICS AND HOSPITALITY AND TOURISM

MANAGEMENT

DEPARTMENT OF BUSINESS ADMINISTRATION AND FINANCE

THIRD YEAR FIRST SEMESTER EXAMINATION FOR

BACHELOR OF COMMERCE

BBA 322: WORK AND REWARD

DATE: 23/8/2022

TIME: 2.00-4.00 PM

INSTRUCTIONS

Answer Question **ONE (Compulsory)** and any other **Three**

QUESTION ONE (COMPULSORY) (30 MARKS)

- a) The process of job analysis helps in identifying the worth of specific job and utilizing the human talent in the best possible manner. Explain the process of job analysis. (10 marks)
- b) Human resource planning aims at fulfilling the objectives of manpower requirement. Discuss the benefits that would accrue to an organization that believes in carrying out human resource planning. (10 marks)
- c) Discuss drawbacks of job evaluation to an organization. (10 marks)

QUESTION TWO (20 MARKS)

- a) Explain the pre-requisites for an effective incentive system. (10 marks)
- b) The administration of fringe benefits must be governed by certain principles. Discuss these principles. (10 marks)

QUESTION THREE (20 MARKS)

- a) Explain the importance of business ethics. (10 marks)
- b) Highlight the ways through which an organization can manage ethical risk. (10 marks)

QUESTION FOUR (20 MARKS)

- a) Executive remuneration has certain unique features. Explain these features. (10 marks)
- b) Welfare measures bring benefits to the workers and to the society. Elaborate on these welfare benefits. (10 marks)

QUESTION FIVE (20 MARKS)

- a) Employee remuneration may be influenced by either internal or external factors. Describe the external factors that may influence employee remuneration. (10 marks)
- b) People who administer wage and salary face challenges which often necessitates adjustments to a remuneration plan. Discuss these challenges. (10 marks)