PAN AFRICA CHRISTIAN UNIVERSITY

SCHOOL OF LEADERSHIP, BUSINESS AND TECHNOLOGY

END OF SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE

MAY-AUGUST 2018

CAMPUS: ROYSAMBU

DEPARTMENT: BUSINESS STUDIES

COURSE CODE: CHR403

COURSE TITLE: COMPENSATION & REWARD MANAGEMENT

EXAM DATE: MONDAY 13TH AUGUST 2018

TIME: 2:00PM-5:00PM

INSTRUCTIONS

- Read the instructions and questions carefully before you write the answers.
- Write your **STUDENT NUMBER** in the Answer Booklet given
- This exam script has **SIX questions**
- Question **ONE** is compulsory , answer any **FOUR** other questions
- *Write clearly and legibly.*
- *ALL PAC University's examination rules and regulations apply*

QUESTION ONE: COMPULSORY

a. Highlight **five** different types of compensation in organisations. **(5 Marks)**

b. Outline **five** insurance benefits that accrue to employees in an organization. **(5 Marks)**

c. Using examples distinguish between direct payments and indirect payments. **(5 Marks)**

d. Explain the **two** steps used to establish pay rates which ensures equity. **(5 Marks)**

e. Explain **five** objectives of a sound wage and salary administration to an organization. **(10 Marks)**

f. Discuss **five** features of job evaluation. **(10 Marks)**

QUESTION TWO

a. Explain **three** uses of salary surveys. **(6 Marks)**

b. Discuss **three** Incentive plans in organisations. **(9 Marks)**

QUESTION THREE

a. Highlight **three** services that are offered to NHIF members. **(3 Marks)**

b. Discuss **four** job evaluation methods. **(12 Marks)**

QUESTION FOUR

a. Discuss Flexible benefit plans (cafeteria approach). **(6 Marks)**

b. Discuss **three** benefits of Job evaluation **(9 Marks)**

QUESTION FIVE

a. Distinguish between external equity and internal equity in compensation management. **(5 Marks)**

b. Explain **five** policies that the human resource department will write in conjunction with top management that will be consistent with the firm strategic aims. **(10 Marks)**

QUESTION SIX

a. Discuss **three** trends in compensation that have occurred over time. **(6 Marks)**

b. Explain **three** types of salary surveys. **(9 Marks)**