Scott Christian UNIVERSITY

SCHOOL OF PROFESSIONAL STUDIES

BACHELOR OF BUSINESS ADMINISTRATION

UNIT CODE/NAME: BAH 401: HUMAN COMPENSATION AND REWARD MANAGEMENT

September- December 2019/2020 End Semester Exam Time: 2 Hours

Instructions: Answer Question ONE (Compulsory) and any other TWO questions.

QUESTION ONE

Mawingu Company has been experiencing high labour turnover, low productivity demotivated employees, increased conflicts, increased grievances, high absenteeism and increased accidents. The General Manager, Oloitiptip requested the Human Resource Manager Ms Lemurua to investigate the causes of the above problems, and report to him after two weeks and on way forward. All the heads of departments were invited for a meeting by the Human Resource Manager, and the following were outlined:

i. There is need to train and develop employee
ii. Review their salaries and benefits
iii. Job descriptions should be clearly outlined
iv. Emphasize more on performance management
v. Re-visit the recruitment and selection procedure
vi. Emphasize more on orientation and placement of the employees to make them committed to their work and be aware of what is expected of them.

The manager was happy with the suggestions and he promised to take an action.

Required:

a) Discuss five principles of a good wage and salary administration. **(10 Marks)**
b) In your capacity as a Manager, you want to incorporate both time and piece rate system of wage payments. Compare both by highlighting five merits and demerits of each system. **(10 Marks)**
c) As a manager explain the different strategies that you would use to solve the above problems Mawingu Company is experiencing **(10 Marks)**

QUESTION TWO

a) Describe any five benefits of a fair compensation and reward management systems. **(10 Marks)**
b) Discuss any five different types of compensation you are likely to find in a well established company. **(5 Marks)**

QUESTION THREE

a) You have been appointed the new HR Director of a fast growing Multinational Company. Advice the CEO on five major components of a compensation system that must be put in place. **(10 Marks)**

b) Describe any five methods of performance related pay. **(5 Marks)**

QUESTION FOUR

a) Describe any five types of employee benefits an organization can give to its employees. **(10 Marks)**

b) Describe any five purposes of rewards to employees. **(5 Marks)**

QUESTION FIVE

a) Describe any five monetary and non monetary rewards you can give to staff as incentives in the work place. **(10 Marks)**

b) Negative motivators are also necessary to enhance performance. Discuss any five such negative motivators. **(5 Marks)**