



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja  
**FACULTY OF MANAGEMENT SCIENCES**  
**2021\_2 EXAMINATION**

**Course Code: BUS 818**

**Course Title: REWARD AND COMPENSATION MANAGEMENT**

**Credit Unit: 2**

**Instructions:** 1. Indicate your Matriculation Number clearly  
2. Attempt Question 1 and any other two (2) questions  
3. Question 1 is compulsory and carries 30marks while the other 2 questions carry 20marks each  
4. Present all your points in coherent and orderly manner

**Time Allowed: 2 Hours**

- 1- (a) Discuss the main aim and objectives of reward management as an integral part of management of people at work (15marks)  
(b) Discuss the role of job evaluation in reward management. (15marks)
- 2- Identify and discuss five main approaches to achieving the aims of reward management system in an organization.(10marks)  
(b) Discuss the purpose of reward management in the organization? (10marks)
- 3- What is reward policy? (10marks)  
(b) Identify main component of a reward policy. (10marks)
- 4- Identify and explain five main characteristics of an organization that can affect reward management (10marks)  
(b) State the main components of employees' compensation (10marks)
- 5- Explain five main advantages of total reward management to the organization 10marks  
(b) Discuss the application of equity theory of wage determination in the Nigeria public sector (10marks)