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 2 questions; Three (3) questions in all
3. Question 1 is compulsory and carries 30 marks, while the other questions carry 20 marks each
4. Present all your points in coherent and orderly manner.

TIME ALLOWED: 2 Hours

1a. Discuss the function of reward management in attracting and retaining workers in the organization. **(15 marks)**

b.) Mention and explain the types of Job Evaluation.   **15Marks**

2. A typical organization believes that a total reward program offers substantial benefits and stumbling blocks in delivering the reward strategy. Briefly explain five each of the benefits and stumbling blocks that affect the reward strategy. **(20 marks)**

3. Clearly explain eight (8) benefits of a total reward program. **(20 marks)**

4(a) With reference to any organization you know, discuss seven external environmental factors that influence the reward policies and practices of the organization. **(14 marks)**

b. Clarify processes in performance management. **(6 marks)**