Course Code: BUS818
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 30 marks while the other 2 questions
   carry 20marks each
   4. Present all your points in coherent and orderly manner
Time Allowed: 2 Hours

Question One
Define the term Performance management and clearly provide a detail explanation of performance management circle   **30 Marks**

Question Two
Reward strategies in the past have sometimes focused exclusively on business needs and alignment. Yet unless employees see and experience fairness and equity in their rewards, the strategy is unlikely to be delivered in practice. Explain 5 principles of strategic reward
                                                                                          20 Marks

Question Three
The reward strategy will define longer-term intentions in such areas as pay structures, contingent pay, employee benefits, steps to increase engagement, commitment and adopting a total reward approach. Discuss   **20 Marks**

Question Four
The process of motivation as broadly based on a number of motivation theories that attempt to explain in more detail what it means. Clearly differentiate between goal theory and equity theory.
                                                                                          20 Marks

Question Five
Every human activity is backed or opposed by advantages and disadvantages. The various advantages among others include improvement in employee commitment to an organization, promotion of flexibility in pay delivery, etc. while the negative sides are; time consumption, the saying and not doing syndrome. Give 5 advantages and 3 disadvantages of total reward.
                                                                                          20 Marks