



KENYATTA UNIVERSITY

UNIVERSITY EXAMINATIONS 2017/2018

DIGITAL SCHOOL OF VIRTUAL AND OPEN LEARNING

FIRST SEMESTER EXAMINATION FOR THE DIPLOMA IN HUMAN RESOURCE MANAGEMENT

BHM 048: EMPLOYEE COMPENSATION

DATE: Saturday, 16th December 2017

TIME: 4.30 p.m. - 6.30 p.m.

INSTRUCTIONS:

Answer Question ONE and any other TWO

1. a) State and explain the objectives of compensating employees in an organization. (10 Marks)
 - b) Explain the financial and non-financial components of compensation. (10 Marks)
 - c) Discuss the factors to consider when determining employees compensation. (10 Marks)
 2. Explain the employment benefits that are given to employees both statutory benefits and voluntary benefits. (20 Marks)
 3. a) Define job analysis. Explain the purpose of job analysis. (12 Marks)
 - b) Explain any two methods of job evaluation. (8 Marks)
 4. a) Explain any two theories of compensation. (10 Marks)
 - b) Explain the methods of compensation. (10 Marks)
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