



KENYATTA UNIVERSITY

UNIVERSITY EXAMINATIONS 2017/2018

DIGITAL SCHOOL OF VIRTUAL AND OPEN LEARNING

SECOND SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF

COMMERCE

BHM 322: WORK AND REWARD

DATE: Monday 18th June 2018

TIME 4.30p.m – 6.00p.m.

INSTRUCTIONS:

Answer questions one and any other two questions

1. (a) Define the following terms:
 - i. Reward
 - ii. Compensable policy
 - iii. Compensation policy
 - iv. Employee benefits
 - v. Salary administration (10 marks)

(b) Discuss any two theories of work (20 marks)
2. Define job analysis and enumerate the advantages of carrying out the exercise in the Organization. (20 marks)
3. (a) Discuss the concepts of employee benefits (2 marks)

(b) Discuss any 2 forms of reward and compensation an Human Resource Manager Could adopt (18 marks)
4. (a) Highlight the environmental factors that affect work in the organizational (10 marks)

(b) State 5 principles of wages and salary administration (10 marks)

