



Kasarani Campus
Off Thika Road
Tel. 2042692 / 3
P. O. Box 49274, 00100
NAIROBI
Westlands Campus
Pamstech House
Woodvale Grove
Tel. 4442212
Fax: 4444175

KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2018/2019 ACADEMIC YEAR
DIPLOMA IN HUMAN RESOURCE MANAGEMENT
DHR 1111- REWARD MANAGEMENT

Date: 11th April, 2018
Time: 2.30 Pm- 4.30 Pm

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

- a) i. What is employee reward management? (2 Marks)
ii. Explain the components of employee reward mix. (8 Marks)
- b) i. Differentiate between time/flat rate reward system and performance related reward system (4 Marks)
ii. Highlight the advantages of time / flat rate reward system. (6 Marks)
- c) i. Explain the following as applied in performance based reward system.
- a) Individual based system (2 Marks)
 - b) Team based system (2 Marks)
 - c) Organization based system (2 Marks)
- ii Monetary/ pecuniary reward is the sure way to motivate employees. Discuss the statement. (4 Marks)

QUESTION TWO (20 MARKS)

- a) i What is total reward (2Marks)
ii Explain the advantages of total reward (8 Marks)
- b) Highlight the components of an effective reward system (10 Marks)

QUESTION THREE (20 MARKS)

- a) Explain the factors that influence employee reward level (10 Marks)
- b) Differentiate between the following with an example.
- i. Fixed and flexible reward (4Marks)
 - ii. Wages and salaries (2Marks)
 - iii. Pecuniary and non-pecuniary rewards (4 Marks)

QUESTION FOUR (20 MARKS)

- i) What do you understand by fringe benefits? (2 Marks)
- ii) Explain the various categories of fringe benefits (8 Marks)

QUESTION FIVE (20 MARKS)

- a) Explain the benefit of effective reward to the following:
- i. Employees (5Marks)
 - ii. Employers (5Marks)
- b) I Outline the essentials of a sound salaries and wages system (5Marks)
ii.Highlight the advantages of piecerate wage system (10Marks)