



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, 2017/2018 ACADEMIC YEAR**  
**DIPLOMA IN HUMAN RESOURCE MANAGEMENT**  
**DHR 1111- REWARD MANAGEMENT**

Date: 8th August 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) Define the following terms
- i) Compensation plan (2 Marks)
  - ii) Base Pay (2 Marks)
  - iii) Reward (2 Marks)
- b) Disadvantages of job evaluation (6 Marks)
- c) Explain in details the factors that compromise the castellion system (6 Marks)
- d) Discuss the objectives of benefits programs. (12 Marks)

**QUESTION TWO (20 MARKS)**

- a) Explain the categories of employee benefits (10 Marks)
- b) In your own opinion do you think employees ought to be paid a salary (10 Marks)

**QUESTION THREE (20 MARKS)**

- a) What are the characteristics of a good reward management system (8 Marks)
- b) Advantages of job evaluation (12 Marks)

**QUESTION FOUR (20 MARKS)**

- a) Discuss the compensation system plan (10 Marks)
- b) Discuss the emergency issues of compensation plan (10 Marks)

**QUESTION FIVE (20 MARKS)**

- a) Discuss how we can understand job evaluation according to Armstrong (2003-631) (12 Marks)
- b) Elucidate the characteristics of job evaluation (8 Marks)