

NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY

FACULTY OF COMMERCE

DEPARTMENT OF BUSINESS MANAGEMENT

COMPENSATION MANAGEMENT – CBU 2203

FINAL EXAMINATION – APRIL 2014

TIME ALLOWED: 3 HOURS

INSTRUCTIONS TO CANDIDATES

Answer any **FOUR** questions.

INFORMATION TO CANDIDATES

- (i) All questions carry **25** marks each
 - (ii) Questions may be answered in any order.
 - (iii) As much as possible, use relevant examples.
 - (iv) This paper contains **seven** questions.
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QUESTION 1

'Reward Management is about investing in human capital from which a reasonable return is expected'. Say whether you agree or disagree with the foregoing statement.

[25 Marks]

QUESTION 2

Discuss the various factors that are taken into consideration when determining pay levels in a company.

[25 Marks]

QUESTION 3

"Work motivation is a set of energetic forces that originate both within and beyond an individual's being, to initiate work-related behaviour and to determine its form, direction, intensity and duration" (Pinder, 1998:22).

Assess the reward management implications of any four content theories of motivation.

[25 Marks]

QUESTION 4

Using relevant examples, discuss the value of reward strategy to an organization of your choice.

[25 Marks]

QUESTION 5

Examine the elements of a reward management system indicating how they complement each other. **[25 Marks]**

QUESTION 6

Given the challenges of executive remuneration in Zimbabwe, explain the guiding principles that could be followed by companies in the determination of executive compensation plans. **[25 Marks]**

QUESTION 7

Discuss any two methods by which job evaluation could be undertaken. **[25 Marks]**

END OF EXAMINATION PAPER