

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT
REWARD MANAGEMENT (HCM 204/ BS 431)
DURATION: 3 HOURS

JUN 2024

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INSTRUCTIONS TO CANDIDATES

1. Answer **question 1** and any other **three (3)** questions.
2. No unauthorized material or items should be brought into the examination room.

Question 1

- a) Ms Sharon Stone, the Human Resources Manager at Edgars Stores has been asked by management to design a pay structure for her organisation. Advise her on the guiding principles when executing this task.
(12 marks)
- b) Explain the various sources of information for an organisation that wants to carry out a Salary Survey.
(13 marks)

Question 2

Discuss the concepts of 'Total Rewards' and explain how Human Resources Managers can utilize this concept to enhance employee motivation.

(25 marks)

Question 3

- a) Differentiate between scientific methods and non -scientific methods of Job Evaluation.
(10 marks)
- b) Evaluate the use of scientific methods when evaluating jobs in an organisation.
(15 marks)

Question 4

Using an organisation of your own choice, discuss the factors to consider when coming up with a Reward Strategy.

(25 marks)

Question 5

- a) Highlight the importance of having a job description and job specification in an organization. **(10 marks)**
- b) Evaluate the significance of a job evaluation exercise using an organization of your own choice **(15 marks)**

Question 6

- a) Examine any five ways of motivating employees in the public sector **(10 marks)**
- b) Discuss the use of 360 degree feedback method of Performance Appraisal in the public sector **(15 marks)**

THE END