

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN RESOURCES MANAGEMENT
Course: BS431/ HCM 204: Reward Management (1)
Duration: 3 HOURS

INSTRUCTIONS FOR CANDIDATES

10/10 OCT 2023

1. Answer any four questions.
 2. All questions carry equal marks.
 3. No unauthorised items must be brought into the examination room.
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QUESTION 1

Examine any **five** challenges that you may encounter in formulating reward management policies for an international organisation. **[25 Marks]**

QUESTION 2

Making reference to an organisation of your choice, discuss any **five** guiding principles to be considered when coming up with grade and pay structures. **[25 Marks]**

QUESTION 3

- a) Explain any **five** pre- requisites in the effective implementation of performance related pay. **[5]**
- b) Evaluate any **four** critiques labelled against the use of performance related pay in organisations. **[20]**

[25 marks]

QUESTION 4

Examine any **five** contemporary factors that employers should consider in their reward management strategies. **[25 Marks]**

QUESTION 5

Discuss any **five** challenges that you might face by setting wages through the National Employment Councils. **[25 Marks]**

QUESTION 6

Examine any **five** ways of maintaining a job evaluation system to ensure that it does not decay and become discredited. **[25 Marks]**

End of Paper!