

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT
REWARD MANAGEMENT BS 431/HCM 204

OCT 2024

DURATION: 3 HOURS

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INSTRUCTIONS TO CANDIDATES

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

Question 1

- a) Using practical examples, examine the reasons why companies give special attention to the fairness and adequateness of remuneration for professionals.
(12 marks)
- b) What challenges are likely to be faced by Zimbabwean companies in implementing the above?
(13 marks)

Question 2

Using an organization of your own choice, examine the significance of a Sound wage incentive program in a manufacturing industry.

(25 marks)

Question 3

- a) Examine the factors which need to be considered when coming up with an effective Reward Strategy.
(10 marks)
- b) Discuss with the aid of examples why employees leave their organisations.
(15 marks)

Question 4

- a) Outline the significance of Salary Surveys in Reward Management (10 marks)
- b) Justify the continued use of Fringe benefits in modern day organisations (15 marks)

Question 5

Examine any **five (5)** non-financial rewards that an organization can use to motivate its employees. (25 marks)

Question 6

- a) Compare and Contrast a *Job description* and a *Job Specification* (10 marks)
- b) Justify the importance of Job Evaluation in Reward Management (15 marks)

THE END