



## **MERU UNIVERSITY OF SCIENCE AND TECHNOLOGY**

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### **University Examinations 2022/2023**

THIRD YEAR FIRST SEMESTER SPECIAL/SUPPLEMENTARY EXAMINATION FOR  
THE DEGREE OF BACHELOR OF COMMERCE

#### **BFB 3354: REWARD MANAGEMENT**

**DATE: AUGUST 2023**

**TIME: 2 HOURS**

**INSTRUCTIONS:** *Answer question one and any other two questions*

#### **QUESTION ONE (30 MARKS)**

- a) Explain key determinants of incentive payment that would influence performance in an organization. (15 marks)
- b) Discuss Herzburgs two factor theory and its application to rewards and incentives management (15 marks)

#### **QUESTION TWO (20 MARKS)**

Explain with relevant examples the 3P's principles of job pricing in an organization (20 marks)

#### **QUESTION THREE (20 MARKS)**

Describe the carchinal objectives of developing and applying job evaluation (20 marks)

#### **QUESTION FOUR (20 MARKS)**

Discuss how compensations and such strategies are aligned to the organizational goods (20 marks)

**QUESTION FIVE (20 MARKS)**

As a HR manager what external factors do you consider in determining compensation levels in your organization (20 marks)