



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY
SCHOOL OF BUSINESS**

UNIVERSITY EXAMINATION FOR MASTER OF BUSINESS ADMINISTRATION

1ST YEAR 1ST SEMESTER 2015/2016 ACADEMIC YEAR

KISII CAMPUS – PART TIME

COURSE CODE: MBA 838

COURSE TITLE: EMPLOYEE COMPENSATION

EXAM VENUE: LR 10

STREAM: MBA

DATE: 21/12/16

EXAM SESSION: 9.00 – 12.00 NOON

TIME: 3.00 HOURS

Instructions:

- 1. Answer questions 1 compulsory and any other 2 questions.**
- 2. Candidates are advised not to write on the question paper**
- 3. Candidates must hand in their answer booklets to the invigilator while in the examination room**

Question one

Take a case of your organization as an example. Give a critical SWOT analysis of its compensation policy. Highlight key strengths and weaknesses. (15 marks)

Question two

Identify and explain all elements of employee compensation. Give relevant examples from an organization of your choice. (15 marks)

Question three

Employee compensation is a determinant of a number of factors. Discuss. (15 marks)

Question four

Explain briefly at least three approaches in job analysis. (15 marks)

Question five

Clearly demonstrate your understanding of the significance of job evaluation in employee compensation. (15 marks)