

JOOUST

UNIVERSITY EXAMINATION

CODE: MBA 838

TITLE: EMPLOYEE COMPENSATION

Answer any FOUR Questions

1. Write short notes on the following concepts
 - a) Basic pay [5mks]
 - b) Contingent pay [5mks]
 - c) Salary [5mks]
 - d) Wage [5mks]
 - e) Non financial rewards [5mks]
 - f) Reward Management [5mks]
2. a) Discuss the main aims of compensation management [10mks]
b) Outline various ways of exchanging the above aims [5mks]
3. a) Describe the main philosophies of Reward Management
b) Which challenges are business facing in compensation Management [5mks]
4. a) Discuss the importance of compensation to the Employee [10mks]
b) Outline the advantages of piece rate system of pay [5mks]
5. a) Describe the various aims of Job Evaluation [10mks]
b) Which methods to managers use to conduct job evaluation [5mks]