

## JARAMOGI OGINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

# SCHOOL OF BUSINESS AND ECONOMICS

# UNIVERSITY EXAMINATION

# FOR DEGREE OF BACHELOR OF BUSINESS

# **ADMINISTRATION WITH IT**

# 3<sup>RD</sup>YEAR1ST SEMESTER 2015/2016 ACADEMIC YEAR

# **BUSIA LEARNING CENTRE**

## COURSE CODE: ABA 334

## **COURSE TITLE: COMPENSATION MANAGEMENT**

EXAM VENUE: BUSIA

**STREAM** 

**DATE:** 

**EXAM SESSION:** 

TIME: 2.00 HOURS

**Instructions:** 

- 1. Answer question 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**

a) (i) Define the term compensation	(2 marks)
(ii) Explain at least four components of compensation	(8 marks)
b) Describe five types of compensation	(10 marks)
c) Discuss at least five external factors considered in deciding the compen	sation (10 arks)
<b>QUESTION TWO</b> a) Explain the employers' responsibility towards the employees	(10 marks)
b) Discuss the benefits a worker is entitled to in an organization	(10 marks)
<b>QUESTION THREE</b> a) What is employer's liability insurance	(4 marks)
b) Why do you think than an employer cannot refuse to pay compensation	ı liability (10 marks)
c) What happens if you do not have employer's liability	(6 marks)
QUESTION FOUR	
a) Briefly explain the following terms as used in termination of employees:	(10 marks)

- (i) Responsibilities for termination
- (ii) Change of employment
- (iii) Termination of employment
- (iv) Returns of assets
- (v) Removal of access rights

b)Explain at least five responsibilities of a Human Resource officer (10 marks)

### **QUESTION FIVE**

a) Discuss problems that frequently arise out of and in the course of a worker's compensation (10 marks)

b)List down and discuss the industrial injury a worker can get during the period of employment (10marks)