



### **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 compensation (10 marks)

### **QUESTION TWO**

- a) Explain the employers' responsibility towards the employees (10 marks)
- b) Discuss the benefits a worker is entitled to in an organization (10 marks)

### **QUESTION THREE**

- a) What is employer's liability insurance (4 marks)
- b) Why do you think that an employer cannot refuse to pay compensation 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)