



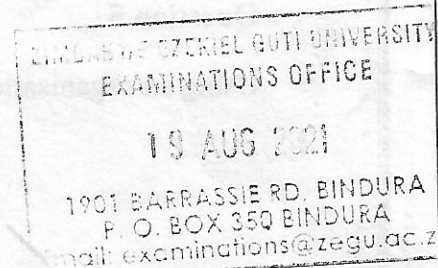
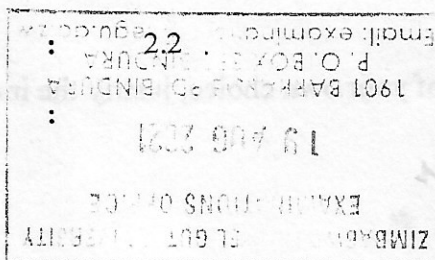
ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR 202
COURSE TITLE : REWARD MANAGEMENT
SPECIAL REQUIREMENTS : NONE
DURATION : 3 Hours
LEVEL :
DATE :



INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions.
3. Begin each question on a new page.
4. The number of marks for each question or part question is shown in brackets []

Question 1

Discuss any five (5) factors to consider before setting base pay. **(25 marks)**

Question 2

Using an organisation of your own choice, evaluate the issue of Performance Related Pay. **(25 marks)**

Question 3

Evaluate the significance of Job Evaluation in Reward Management **(25 marks)**

Question 4

- a) Outline the importance of Salary Surveys in Reward Management **(10 marks)**
- b) Examine the Market Value Theory in Reward Management. **(15 marks)**

Question 5

Using an organisation of your own choice, justify the importance of Fringe benefits. **(25 marks)**

THE END