



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 : 2:2
DATE :

27 OCT 2021

28 OCT 2021
27 OCT 2021

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 []

1 am

Question 1

a) Define the following terms;

(i) Job Evaluation

(3 marks)

(ii) Salary Surveys

(3 marks)

(iii) Job Analysis

(3 marks)

(iv) Job Specification

(3 marks)

b) Using examples critically review the advantages and disadvantages of Job Evaluation.

(13 marks)

Question 2

The worth of and pay for a job depends on different factors. Examine these factors in detail.

(25 marks)

Question 3

Discuss the emerging issues and trends in Reward Management in the modern day world.

(25 marks)

Question 4

Discuss the concept of 'Total Rewards' and explain how Human Resources Managers can utilize the concept to enhance employee motivation.

(25 marks)

Question 5

Explain how the employer and employee benefit from a sound remuneration programme

(25 marks)