



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR 212
COURSE TITLE : REWARD MANAGEMENT
SPECIAL REQUIREMENTS :
DURATION : 3 Hours
LEVEL : 2.2
DATE :

07 FEB 2022

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

Examine any **five (5)** non-financial rewards that an organization can use to motivate its employees. **(25 marks)**

Question 2

Examine the significance of a sound wage incentives in an organization of your own choice. **(25 marks)**

Question 3

- a) Examine the reasons why companies must give special attention to the fairness and adequateness of remuneration for professionals. **(12 marks)**
- b) What challenges are likely to be faced by Zimbabwean companies in implementing the above? **(13 marks)**

Question 4

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

Question 5

- a) Differentiate between scientific methods non -scientific methods of Job Evaluation **(10 marks)**
- b) Briefly explain the advantages and disadvantages of using scientific methods to evaluate jobs. **(15 marks)**

THE END