



## ZIMBABWE EZEKIEL GUTI UNIVERSITY

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### FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

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#### DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

#### EXAMINATION PAPER 4

**COURSE CODE** : CHR212  
**COURSE TITLE** : REWARD MANAGEMENT  
**DURATION** : 3 H  
**DATE** :  
**SPECIAL REQUIREMENTS** :

04 OCT 2022

#### INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions. (Level 1.1 to level 2.2)
3. Answer **QUESTION ONE (1)** and any other **THREE (3)** questions. (Level 4.1 and 4.2)
4. Begin each question on a new page.
5. The number of marks for each question or part question is shown in brackets [ ]

## ANSWER ANY FOUR (4) QUESTIONS.

### QUESTION 1.

The Legal provisions relating to remuneration payment is very critical to comply with. However, the Labour Act requires that the employer complies with certain labour standards and these impose a duty on the employer to pay the prescribed remuneration in terms of Section 6 (1) (a) of the Act. Discuss the relevance of complying with the law and how it benefits the employees?  
{25}

### QUESTION 2

When the employer introduces remuneration packages, he is doing it with certain objectives in mind.

- a) Explain the purpose of salary and wages administration {5}
- b) Explain why the employer should reconcile the following elements:
- c) Economic {5}
- d) Psychological {5}
- e) Political {5}
- f) Ethical elements. {5}

### QUESTION 3

Describe the basis on which remuneration is based and the various considerations before employee levels of remuneration are fixed. {25}

### QUESTION 4

To pay remuneration depending on job complexity and level of responsibility to guarantee equity. Discuss {25}

### QUESTION 5

- a) Equal pay for equal work. Discuss this statement and explain why women are less paid in most companies in the 3<sup>rd</sup> world. {15}
- b) Explain the effect of wage disparities and discrimination {10}

## QUESTION 6

Employees, workers' committees and unions should be adequately informed about the procedures used to establish wage rates. Examine the importance of Workers Committees and Unions in the administration of wages. {25}

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