



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

**DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL
MANAGEMENT**

EXAMINATION PAPER

COURSE CODE : CHR 212
COURSE TITLE : REWARD MANAGEMENT
DURATION : 3 HOURS
DATE : 06 DEC 2023
SPECIAL REQUIREMENTS :

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 []

ANSWER ANY FOUR QUESTIONS.

QUESTION 1

Describe the major employer's objectives in wage and salary administration. (25 Marks).

QUESTION 2

Outline the benefits of a sound reward management program to employees. (25 Marks).

QUESTION 3

Discuss the wage and salary criteria that help establish pay levels in individual organisations (25 Marks).

QUESTION 4

Understanding salaries as status symbols helps to explain the force of custom and tradition in pay matters. Comment. (25 Marks).

QUESTION 5

"Equal pay for equal work". Explain the source of this statement in the Labour Act Chapter 28:01 and further explain its relevance in deterring discrimination. (25 marks)

QUESTION 6

"That is money, money can represent achievement, prestige, power or security; it can represent cynic's only trustworthy companion or idealist's devil." Justify the relevance of this statement and explain whether giving employees more money actually motivate them. (25 marks).