



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 :
SPECIAL REQUIREMENTS : JAN 2024 SUPP

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

Outline the importance and implications of reward management if wrongly implemented and falls outside the strategic plan of an organisation? **(25 marks).**

QUESTION 2

Describe the basis on which remuneration is based and the various considerations before employee levels of remuneration are fixed. **(25 Marks).**

QUESTION 3

Discuss reward strategies in your organization in terms of their impact on organizational performance. **(25Marks)**

QUESTION 4

The challenge is to develop pay programs that support and reinforce the business objectives of the organization and the kind of culture, climate and behaviour that are needed for the organization to be effective'. Justify the statement. **(25 Marks)**

QUESTION 5

Discuss the importance of fringe benefits in reward management. **(25 Marks).**

QUESTION 6

Describe the influence of market value and legislation on salary levels. **(25 Marks).**

END OF EXAMINATION QUESTION PAPER