



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF HERITAGE, HUMANITIES AND SOCIETAL ADVANCEMENT

DEPARTMENT OF SOCIAL WORK AND APPLIED PSYCHOLOGY

EXAMINATION PAPER

COURSE CODE : CHR 212
COURSE TITLE : REWARD MANAGMENT
DURATION : 3 HOURS
DATE : 28 NOV 2025
SPECIAL REQUIREMENTS : ANSWER SHEET

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer question **ONE (1)** and any **THREE (3)** 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 one (25marks)

1. By use of examples discuss the issues that a human resource manager is likely to encounter in the process of compensation management

Question two (25marks)

2. Discuss the essentials of a sound wage and salary structure in organizations in Zimbabwe

Question three (25marks)

3. Discuss various factors human resource managers may consider in the process of determination of compensation in their organizations

Question four (25marks)

4. "Job evaluation is a backbone of organizations today by use of practical examples. Discuss this statement.

Question five (25marks)

5. Discuss the utility of subsistence theory in determining wages and salary systems in Zimbabwean organization.

End of examination paper

5/10 AM