



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**Bachelor of Commerce Honours Degree in Human Resources,
Industrial and Labour Relations Management**

Compensation Management

HHRM 404

Part 4 Semester 1- Examination

Total Marks [100]

Date: June 2020

Time: 3 Hours

INSTRUCTIONS

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other *three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

1. Demystify the meaning of compensation management as it is interpreted differently by any three stakeholders. (25)
2. Assess any **five** strategies which can be used in compensation and reward management. (25)
3. a) Compare and contrast the Patterson and Castlelioni reward management systems. (15)
b) Explain the system you would recommend for an organization with 600 employees. (10)
4. Examine the stages involved when establishing a compensation package. (25)
5. Discuss job evaluation as a process to establishing basic pay in an organization. (25)
6. 'A high wage system in a country affects the level of investment'
Discuss (25)

End of Paper