



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN
HUMAN RESOURCES, INDUSTRIAL & LABOUR
RELATIONS MANAGEMENT**

REWARD MANAGEMENT

HHRM 231

PART 2 SEMESTER 2

Total Marks [100]

DATE: JUNE 2024

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. Examine the impact of the current Zimbabwean economic system on the management of rewards and proffer solution for effective compensation management. (25)
2. Compare and contrast the Patterson Job Evaluation System and the Castellion Job Evaluation System. (25)
3. Discuss the applicability of Adam`s Equity theory (1965) as it relates to reward management. (25)
4. Citing examples, discuss the pros and cons of executive remuneration in Zimbabwe. (25)
5. Examine the importance of a compensation policy in the management of rewards. (25)
6. Discuss the importance of non-financial rewards as an element of total reward system. (25)

END OF PAPER