



**REFORMED CHURCH UNIVERSITY**

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**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: January 2022**

**Time: 3 Hours**

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**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. Discuss the view that an analysis of contextual factors is critical for an organisation to have sound compensation policies and practices. (25).
2. An organization with a performance-based culture strive to link pay with performance. Discuss how an organization can strengthen its pay -for – performance. (25)
3. Explain the **four** major functions of compensation management. (25)
4. Analyse the concept of equity in remuneration giving relevant examples. (25)
5. Explain **any two** compensation theories of your choice. (25)
6. 6 Examine **any four** factors that affect compensation from employers perspective. (25)

*End of Paper*