



**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: November 2019**

**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. In light of the economic challenges in Zimbabwe, discuss the alternative compensation strategies that can be used to retain employees.

(25)

2. Examine factors that influence employee benefits and services in HRM.

(25)

3. 'A high wage system in a country affects the level of investment.'  
Analyse this statement.

(25)

4. Compare and contrast any **two** historical theories of compensation management.

(25)

5. Analyse the process of designing a compensation structure for an organisation of your choice.

(25)

6. Discuss how Zimbabwean Unions affect pay administration in organisations

(25)

*End of paper*