



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

A. M. E. C. E. A

MAIN EXAMINATION

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JANUARY – APRIL 2014 TRIMESTER

FACULTY OF COMMERCE

DEPARTMENT OF MARKETING AND MANAGEMENT

REGULAR PROGRAMME

CMH 422: EMPLOYEE PERFORMANCE AND REWARD

Date: APRIL 2014

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1. a) Discuss the major principles behind effective means of achieving better results from employees or groups in an organization.
(20 marks)
- b) Describe the issues that must be put into consideration by concerned managers in organizations when determining pay for employees.
(10 marks)
- Q2. Organizational reward policy is indeed a statement of guiding principles, which provide guidelines with regard to pay relativities within an organization. Explain the various issues that are stressed in an organization's reward policy.
(20 marks)
- Q3. Most organizations use performance appraisal as the sole way of arriving at individual's past or present performances, against the background of his/her work environment. However, appraisals have been faced with a lot of problems as far as their effectiveness is concerned. Discuss.
(20 marks)

- Q4. There exist numerous types of related pay schemes in organizations. Identify and explain such pay schemes. **(20 marks)**

END