



# THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

**A. M. E. C. E. A**

**MAIN EXAMINATION**

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**AUGUST - DECEMBER 2016 TRIMESTER**

**FACULTY OF COMMERCE**

**DEPARTMENT OF MARKETING AND MANAGEMENT**

**REGULAR / EVENING PROGRAMME**

**CMH 422: EMPLOYEE PERFORMANCE AND REWARD**

**Date: DECEMBER 2016**

**Duration: 2 Hours**

**INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions**

- Q1. a) Explain the compensable factors that are valued and paid by the organization. **(10marks)**
- b) Highlight the main challenges to effective job evaluation. **(10marks)**
- c) Discuss the importance of pay structure to an organization. **(10marks)**
- Q2. a) Explain the factors that affect wages/ salaries in organizations **(10marks)**
- b) Explain why certain organizations prefer time wage system over other payment system. **(10marks)**
- Q3. a) Highlight factors behind unsuccessful performance appraisals **(10marks)**
- b) Explain the demerits of job ranking. **(10marks)**
- Q4. a) Explain the objectives of reward management. **(10marks)**
- b) Highlight factors influencing salary budgets. **(10marks)**

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