



ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE
FACULTY OF HUMANITIES SOCIAL AND MANAGEMENT SCIENCES
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT
FIRST SEMESTER EXAMINATION, 2020/2021 ACADEMIC SESSION

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COURSE CODE: HRM 411

COURSE TITLE: REWARDS AND COMPENSATION MANAGEMENT

DURATION: 2½ HOURS

INSTRUCTION: ANSWER ANY THREE (3) QUESTIONS

HOD SIGNATURE
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1. (a) Give a working definition of “Employee Compensation”. (4 Marks)
(b) Identify and explain four (4) objectives of a Reward Management. (8 Marks)
(c) List and explain any four (4) aims of Reward Management. (8 Marks)
2. (a) “Reward policies are sets of specific guidelines for decision making and course of action.”
List and discuss any four (4) reward policies known to you. (12 Marks)
(b) Mention and explain any four (4) elements of a reward system and the interrelationship between them. (8 Marks).
3. “The aims of Reward Management can be achieved through a number of strategies”. Discuss.
(10 Marks)
(b) List and explain five (5) factors in the internal environment that can influence reward policy and practice of an organization. (10 Marks)
4. (a) Distinguish between a “Pay Structure” and a “Grade Structure”. (6 Marks)
(b) When does a grade structure become a pay structure? (2 Marks)
(c) List and discuss any four (4) types of grade structure. (12 Marks)
5. Write short but explanatory note on the following terms:
(a) Total Earnings (4 Marks)
(b) Total Remuneration (4 Marks)
(c) Market Rate Analysis (4 Marks)
(d) Reward Policies (4 Marks)
(e) Assimilation Policies (4 Marks)