



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2018/2019 ACADEMIC YEAR
FOURTH YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS
BACHELOR OF SCIENCE IN HUMAN RESOURCE
MANAGEMENT**

**COURSE CODE: BHR 411
COURSE TITLE: RETIREMENT AND PENSION
SCHEMES**

DATE :26TH APRIL,2019

TIME:8.30 - 10.30 A.M

INSTRUCTIONS TO CANDIDATES

- **Answer Question ONE and any other THREE questions**
- **All Examination Rules Apply**

This paper consists of 2 printed pages. Please turn over.

QUESTION ONE (25 MARKS)

Mr. Kiarie an employee of Maaasai Mara University consulted you as a Human Resource Management consultant on retirement issue. He wanted to understand the matter because he is planning to retire in the near future. If you were to advise this client on retirement and pension scheme matters, how will you explain to him the following?

- i) The key pension fundamentals that he should take into account in order to understand it well. (5 Marks)
- ii) The difference between retirement and pension scheme management. (10 Marks)
- iii) What determines the contribution of benefits and the termination of a pension scheme in Kenya. (10 Marks)

QUESTION TWO (15 MARKS)

Leina and Company Associates requested for your service in pension management because they want to initiate a pension benefit plan to manage individual's contributions for a secured future when they retire from employment. What are the key available pension schemes types you would advise him to think about in the Kenyan context?

QUESTION THREE (15 MARKS)

Retirement and Benefit Authority is a government regulation body that takes care of the establishment and management of all schemes in Kenya. In line to this understanding, describe the composition of its management board and their functions in the regulation of retirement schemes.

QUESTION FOUR (15 MARKS)

In the regulation of retirement and pension schemes in Kenya, an act was enacted in the year 2000 that gave power to the RBA as an oversight body. In this understanding, describe the key provisions of the retirement and pension Act that helps in the regulation of the management of the schemes.

QUESTION FIVE (15 MARKS)

National social security Fund (NSSF), is one of the key government owned pension schemes which ensures that employees save for the future. Though government regulates the management of this fund, there are serious challenges that affect the process just like any other scheme. Describe these emerging issues.

//END