MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS
2020/2021 ACADEMIC YEAR
THIRD YEAR FIRST SEMESTER

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

COURSE CODE: BHR 3104
COURSE TITLE: WORK DESIGN, MEASUREMENT AND COMPENSATION

DATE: 1ST APRIL 2022   **TIME: 1100 – 1300**

INSTRUCTIONS TO CANDIDATES
Question **ONE** is compulsory
Answer any other **THREE** questions

Question one

a) In the process of work design, management should take cognizant of the different reasons why people work. Citing relevant examples discuss five different reasons for work **(5marks)**

b) Job evaluation is an important component in work design and measurement. Discuss the purpose of job evaluation. **(10 marks)**

c) Discuss the concept of leaning organization showing how it influences work design **(10marks)**

Question two

Performance appraisal is key to measuring employee performance. Briefly discuss the key factors that performance measurement should consider in the employee appraisal process **(15 marks)**

Question three

a) As a human resource manager of ENSDA you have been asked to come up with a guide on how to enhance the performance of employees by introducing high performing teams. Discuss the key components that you will include in your guide. **(10 marks)**

b) Employee equity is an important component in employee measurement. Discuss the various means that management may use to attain employee equity **(5 marks)**

Question four

Briefly discuss the following types of job evaluation;

i. Job classification **(3 marks)**
ii. Job ranking **(3 marks)**
iii. Point factor evaluation **(3 marks)**
iv. Analytical matching **(3 marks)**
v. Market pricing **(3 marks)**

Question five

a) Employee pay determines the effort and attitude that employees will have on their job. Citing relevant examples, discuss the factors that management may consider when determining employee pay rates **(5 marks)**

b) Citing relevant examples, discuss situations under which employees may fail to trust management. **(5 marks)**

c) Briefly discuss the approaches to job design **(5 marks)**

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