



MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS

2022/2023 ACADEMIC YEAR

THIRD YEAR FIRST SEMESTER

SCHOOL OF BUSINESS AND ECONOMICS

BACHELOR OF SCIENCE IN HUMAN RESOURCE

MANAGEMENT

COURSE CODE: BHR 3104-1

**COURSE TITLE: WORK DESIGN, MEASUREMENT &
COMPENSATION MANAGEMENT**

DATE: 14TH DECEMBER, 2022

TIME: 1100-1300

INSTRUCTIONS TO CANDIDATES

Question **ONE** is compulsory

Answer any other **TWO** questions

Question one

- a. A job design is affected by the job content. Giving appropriate examples discuss the factors that affect job content. **10 marks**
- b. As the newly appointed HR manager for Nashuru co. ltd, you have found it necessary to carry out a job evaluation for the organization; however you need to gain the entire management's support. Prepare your case to management showing the purpose for job evaluation. **10 marks**

Question two

- a) Work is the exertion of effort and the application of knowledge and skills to achieve a purpose. Citing relevant examples, discuss the reasons for people to work **10 marks**
- b) The exchange theory sets out to explain organizational behavior in terms of the reward and costs incurred in the transactions between employers and employee. Discuss the statement **5 marks**

Question three

- a. Grade and pay structure of an organization are critical for the success of the organization. Giving relevant examples discuss four key factors that a grade and pay structure should seek to achieve. **4 marks**
- b. Briefly discuss the term "flexible firm" and elaborate the key areas of flexibility. **6 marks**
- c. Briefly discuss the five principles of job design **5 marks**

Question four

- a. "Job evaluation is a systematic process for defining the relative worth or size of jobs within an organization" Discuss the purpose of job evaluation. **6 marks**
- b. In managing employee relations, the element of trust is critical. Citing relevant examples discuss the circumstances that lead employees to trust management. **4 marks**
- c. Briefly discuss the different ways special surveys can be conducted **5 marks**

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