

MAASAI MARA

UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS 2014/2015 ACADEMIC YEAR**

# THIRD YEAR FIRST SEMESTER

**SCHOOL OF BUSINESS AND ECONOMICS**

**BACHELOR OF HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: BHR 301**

**COURSE TITLE: WORK DESIGN MEASUREMENT AND COMPENSATION MANAGEMENT**

**DATE: TIME:**

**INSTRUCTIONS TO CANDIDATES**

Question **ONE** is compulsory

Answer any other **THREE** questions

**QUESTION ONE**

(a) Define the term job analysis.  **(2mks)**

(b) A comprehensive program of job analysis is an essential element of sound human resource management. Identify and discuss the significance of job analysis in management of human resources **(8mks)** c) Describe the following methods of job design used to improve the motivating potential of jobs

1. Job rotation  **(4mks)**
2. Job enlargement **(4mks)**
3. Job enrichment **(4mks)**

d) What do you mean by wage structure? Outline the components of wage structure **(3mks)**

**QUESTION TWO**

a) Job analysis involves a series of steps. Identify and describe the process of job analysis **(10mks)**

b) Highlight the uses of job description **(5mks)**

**QUESTION THREE**

a) Explain the measures that may be adopted to make the job evaluation program successful **(10mks)**

b) Job evaluation is the cornerstone of wage and salary administration, what are some of the uses of job evaluation? **(5mks)**

**QUESTION FOUR**

1. Distinguish between base compensation and supplementary compensation of labor  **(10mks)**
2. What are the problems employers may face in employee compensation management? **(5mks)**

**QUESTION FIVE**

a) Explain two basic systems of wage payment bringing out their merits and demerits  **(10mks)**

b) Should wages be linked to productivity in a developing economy like Kenya? Discuss  **(5mks)**