NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
FACULTY OF MANAGEMENT SCIENCES
2020_1 EXAMINATION

Course Code: BUS818
Course Title: REWARD AND COMPENSATION MANAGEMENT
Credit Unit: 2
Instructions: 1. Indicate your Matriculation Number clearly
          2. Attempt Question 1 and any other two (2) questions
          3. Question 1 is compulsory and carries 30marks while the other 2 questions
             carry 20marks each
          4. Present all your points in coherent and orderly manner
Time Allowed: 2 Hours

1- (a) Discuss the main aim and objectives of reward management as an integral part of management of people at work **(15marks)**
   (b) Discuss the role of job evaluation in reward management. **(15marks)**

2- (a) Identify and discuss five main approaches to achieving the aims of reward management system in an organization.**(10marks)**
    (b) Discuss the purpose of reward management in the organization? **(10marks)**

3- (a) What is reward policy? **(10marks)**
    (b) Identify main component of a reward policy. **(10marks)**

4- (a) Identify and explain five main characteristics of an organization that can affect reward management **(10marks)**
   (b) State the main components of employees' compensation **(10marks)**

5- (a) Explain five main advantages of total reward management to the organization
                                                              (**10marks)**
   (b) Discuss the application of equity theory of wage determination in the Nigeria public sector **(10marks)**