NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
FACULTY OF MANAGEMENT SCIENCES
JANUARY 2018 EXAMINATION QUESTIONS

Course Code: BUS 818.   **Credit Unit: 2.**
   Course Title: Reward and Compensation Management
   Time Allowed: 2 Hours.
    Instructions: 1. Attempt Question 1 and any other two (2) Questions.
                2. Question 1 is compulsory and carries 30 marks while the other 2 Questions carry
                20 marks each.
                3. Present all your points in coherent and orderly manner.

QUESTION 1 (Compulsory

1 a. What is reward Management?   (5marks)

   b. Enumerate the aims of a reward management.   (5marks)

   c. List and discuss four reward policies.   (20marks)

                              (30marks, compulsory)

Q2 a. Define Total reward.   (4marks)

   b. Enumerate four advantages and disadvantages of total reward.   (16marks)

Q3 a. Describe motivation in the context of reward and compensation.   (4marks)

   b. Distinguish clearly between intrinsic and extrinsic motivation.   (10marks)

   c. Enumerate any three motivation theories.   (6marks)

Q4 a. Describe Job evaluation.   (7marks)

   b. List and explain three types of job evaluation.   (9marks)

   c. Describe performance management cycle.   (4 marks)

Q5 a. Define compensation.   (4marks)

   b. Enumerate any three components of compensation.   (9marks)

   c. Discuss any two factors affecting compensation policy.   (7marks)