



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2017/2018 ACADEMIC YEAR
THIRD YEAR FIRST SEMESTER**

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

COURSE CODE: BHR 301

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

DATE: 19TH APRIL, 2018

TIME: 0830 – 1030HRS

INSTRUCTIONS TO CANDIDATES

Answer Question **ONE** & any other **THREE** questions

This paper consists of 2 printed pages. Please turn over.

QUESTION ONE (25 MARKS)

- a) Discuss the strategic questions asked to create an appropriate office work environment in an organization. **(10marks)**
- b) Explain the roles of a Training Manager in the Training and Development function of Human Resource strategy. **(5marks)**
- c) Discuss five work measurement strategies in work operations management in organizations. **(5marks)**
- d) Among the four M's, Men has been rated the most important factor in an organization. With reference to the above statement, discuss the role of Compensation and Rewards in organizations. **(5marks)**

QUESTION TWO (15 MARKS)

With reference to Job Design process, write short notes on the following strategies:

- a) Career stages **(5marks)**
- b) Career management **(5marks)**
- c) Career development **(5marks)**

QUESTION THREE (15MARKS)

- a) The 360-Degree Performance Appraisal system is gaining popularity in performance measurement. Discuss the nature of its characteristics. **(5marks)**
- b) What instructions would you give to an employee for self development and self advancement? **(10marks)**

QUESTION FOUR (15 MARKS)

Delegation is an important any is an important managerial skill in any business organization. Discuss the above statement identifying its significance to both the employees and the manager. **(15marks)**

QUESTION FIVE (15 MARKS)

- a) Justify the use of performance management in an organization **(10marks)**
- b) Discuss the Current Issues in compensation in organizations in Kenya. **(5marks)**

END//