



# **MAASAI MARA UNIVERSITY**

**REGULAR UNIVERSITY EXAMINATIONS**

**2023 /2024 ACADEMIC YEAR**

**THIRD YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS & ECONOMICS**

**BACHELOR OF SCIENCE HUMAN RESOURCE  
MANAGEMENT**

**COURSE CODE: BHR 3104-1**

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

**DATE: 15/12/2023**

**TIME: 1430-1630 HRS**

**INSTRUCTIONS:**

**Attempt questions one and any other two.**

## QUESTION ONE

- a) Job design is the specification of *the contents, methods and relationships of jobs* in order to satisfy *technological and organizational requirements* as well as the social and *personal requirements* of the job holder. Explain the principles that guide the job Design process. **(10 mks)**
- b) Job evaluation is a systematic process for *defining the relative worth or size of jobs within an organization in order to establish internal relativities*. Discuss the relativities that job evaluation aims to achieve. **(10 mks)**

## QUESTION TWO

Non-analytical job evaluation compares whole jobs to place them in a grade or a rank order. Briefly explain five different non-analytical schemes. **(15mks)**

## QUESTION THREE

- a) The concept of the market rate is not a precise one. There is no such thing as the market rate, unless this is represented by a universally applied national pay scale. However, management still use it as a comparison method to arrive at a pay grade. Explain the factors to be considered when using the tool. **(10 mks)**
- b) Citing appropriate examples examine the reason why organizations should carryout job evaluations. **(5mks)**

## QUESTION FOUR

- a) The equity theory of motivation postulates that people are strongly motivated to maintain a balance between what they perceive as their contributions and their rewards. With respect to compensation, examine the four forms of Equity that managers should address. **(8mks)**
- b) Citing relevant examples discuss the key aspects that performance measurements should consider in the appraisal process. **(7 mks)**

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