NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
FACULTY OF MANAGEMENT SCIENCES
2022 _ 2 EXAMINATION

COURSE CODE: **BUS 818**
COURSE TITLE: **REWARD AND COMPENSATION MANAGEMENT**
CREDIT UNIT: **2**
Instructions:
1. **Indicate your Matriculation Number clearly**
2. **Attempt Question 1 and any other 2 questions; Three(3) questions in all**
3. **Question 1 is compulsory and carries 30 marks, while the other questions carry 20 marks each**
4. **Present all your points in coherent and orderly manner.**

TIME ALLOWED: **2 Hours**

1. a. Discuss Performance Management in terms of:
   i. Skills development
   ii. Job engagement
   iii. Non-Financial Motivation and
   iv. Career planning. (12 marks)
   b. Elucidate Adam's Equity theory in full. (8 marks)
   c. Give a full account of what the reward system of an organization should consist of. (10 marks)

   30 Marks

2. a. Explain the Components of direct compensation (11 marks)
   b. Enumerate ways by which the aims of Reward Management can be achieved. (9 marks)

   20 Marks

3. Write Short notes on the following:
   a. Distributive Justice.
   b. Contingent pay.
   c. Expectancy theory
   d. Analytical Job Evaluation

   20 Marks

4. a. Outline the Theories of Motivation (10 marks)

   b. What does job Analysis imply? Explain Job analysis in terms of job description, job position and job worth (10 marks)

   20 Marks