



CHRISTIAN SERVICE UNIVERSITY COLLEGE

KUMASI

CSUC SCHOOL OF BUSINESS

DEPARTMENT OF MANAGEMENT AND GENERAL STUDIES

BACHELOR OF BUSINESS ADMINISTRATION

End of First Semester Examinations, 2019/2020 Academic Year

Level 400

Regular/Weekend School

CSBH 479: Compensation and Reward Systems

First

December 2019

Time Allowed: 2 1/2 hours

GENERAL INSTRUCTIONS:

- i. Answer three questions in all.
- ii. Question **one** is **compulsory** for all students
- iii. Question one carries **20 marks** and all others questions carry **25 marks**.

Examiner: JOSEPH KOFI NKUAH (DBA)

Q.1. Using **four** examples discuss how a perceived inequity may be restored by an aggrieved employee in an Organisation.

(20 marks)

Q.2. With **four** reasons justify why you think rewards and compensation systems are very important to the success of any business entity.

(25 marks)

Q.3. Write short notes on the following.

- a. Wage Fund Theory
- b. Subsistence Theory of Wages
- c. Market Theory of Wages
- d. The Bargaining Theory of Wages

(25 marks)

Q.4. Critically assess the following motivation theories and any two implications on organisational performance.

- (a) Maslow's Hierarchy of Needs
- (b) Alderfer's ERG Theory
- (c) McClelland's Need Theory

(25 marks)

Q.5. State and discuss **four** external factors influencing Wage administration in Ghana?

(25 marks)

Q. 6. Critically assess **five** key factors that account for wage differentials in the labour market?

(25 marks)