

**CHRISTIAN SERVICE UNIVERSITY COLLEGE**

**SCHOOL OF BUSINESS**

**DEPARTMENT OF MANAGEMENT AND GENERAL STUDIES**

**Level 400**

**First Semester Examination: 2020/2021**

**Course Code and Title: CSBH 479: Compensation and Reward Systems**

**Examiner: Joseph Kofi Nkuah Time Allowed: 2 hours**

**No. of Credits: 3 credit hours**

**GENERAL INSTRUCTIONS**

**i. Answer three questions in all.**

ii. Question **one** is **compulsory** and carries **20 marks**

iii. All others questions carry **25 marks each**

**Q.1.** State and discuss **four external** factors influencing Wage administration in Ghana? **25 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 **5 marks**

b. Subsistence Theory of Wages **5 marks**

c. Market Theory of Wages  **5 marks**

d. The Bargaining Theory of Wages **5 marks**

**Q.4.** Critically assess **five** key factors that account for wage differentials in the labour market? **25 marks**

**Q.5.** Using **four** examples discuss how a perceived inequity be restored by an aggrieved employee in an Organisation. **20 marks**

**Q. 6.** Critically assess the following motivation theories and any **two** implications on organisational performance.

(a) Maslow’s Hierarchy of Needs **5 marks**

(b) Alderfer’s ERG Theory **5 marks**

(c) Mcclleland’s Need Theory **5 marks**