



NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
FACULTY OF MANAGEMENT SCIENCES
2025_1 EXAMINATION

Course Code: BUS818

Course Title: Reward and Compensation Management

Credit Unit: 2

Instructions:

- 1. Indicate your Matriculation Number clearly**
- 2. Attempt Question 1 and any other two (2) questions**
- 3. Question 1 is compulsory and carries 30 marks while the other 2 questions carry 20marks each**
- 4. Present all your points in coherent and orderly manner**

Time Allowed: 2 Hours

Question One

Explain the term Job Evaluation, state the features of job evaluation and provide 5 objectives of job evaluation. **30 Marks**

Question Two

Differentiate between intrinsic and extrinsic motivation.
State 10 Criteria for Designing Bonus Scheme

20 Marks

Question Three

Define the term Grade structures and explain the types of grade structure in organization.
State the reasons for having different grade structures

20 Marks

Question Four

Duncan Brown views strategic reward as ultimately a way of thinking that you can apply to any reward issue arising in your organization. There are four arguments for adopting a strategic approach to reward management. Explain them. **20 Marks**

Question Five

Total reward can be analyzed from Internal and External Environments. With precision, clearly explain those factors that can influence the internal environment. **20 Marks**