



NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
FACULTY OF MANAGEMENT SCIENCES
2021 _ 1 EXAMINATION 1234

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