



NATIONAL OPEN UNIVERSITY OF NIGERIA
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja
FACULTY OF MANAGEMENT SCIENCES
2023_1 POP EXAMINATION.

Course Code: BUS818

Course Title: Reward & Compensation

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

Motivated people are those with well-defined goals. Differentiate between intrinsic and extrinsic motivation.

Concisely, state any 10 criteria for designing bonus scheme

30 Marks

Question Two

Clearly differentiate between instrumentality theory and the content theory within the scope of reward.

20 Marks

Question Three

Reward strategy define longer-term intentions in areas like; pay structures, contingent pay, employee benefits and adopting a total reward approach. Discuss

20 Marks

Question Four

Strategic reward as ultimately a way of thinking that you can apply to any reward issue arising in your organization, to see how you can create value from it” Duncan Brown. Specifically, there are four arguments for adopting a strategic approach to reward management. Explain them.

20 Marks

Question Five

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

20 Marks