



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi-Abuja  
**DEPARTMENT OF BUSINESS ADMINISTRATION**  
**FACULTY OF MANAGEMENT SCIENCES**  
**2024 1 EXAMINATION**

**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

**Question One**

Reward policies are sets of specific guidelines for decision making and course of action. They show what the organization and its management are supposed to do about managing reward, as well as, how they will behave in a given circumstance when dealing with issues related to reward.

Explain 10 groups of these policies

**30 Marks**

**Question Two**

Elucidate the concept of compensation, and briefly explain the types of compensation and factors to be considered when deciding compensation.

**20 Marks**

**Question Three**

The process of motivation as broadly based on a number of motivation theories that attempt to explain in more detail what it means. Clearly differentiate between instrumentality theory and the content theory. **20 Marks**

**Question Four**

The Context of total reward can be analysed from Internal and External Environments. With precision, clearly explain those factor that can influence the external environment. **20 Marks**