

= QUESTION PAPER =

University of Fort Hare
HRM 325 = REMUNERATION MANAGEMENT
EXAM PAPER
NOVEMBER 2024

Time : 3 hours
Marks : 100 marks
Department : Industrial Psychology
Paper : Remuneration Management

This paper consists of 3 pages,

(including the cover page)

Examiner: Johan Delport
External Examiner: **Dr. F. Mabasa**

INSTRUCTIONS

1. **PLEASE use CLEAN CLEAR HANDWRITING – Not being able to read your handwriting, makes it impossible to give you the marks you deserve.**
 2. **CLEARLY NUMBER YOUR ANSWERS**
 3. **If you used additional paper, please ensure that your student number is included on the document**
 4. **URGENT = PLEASE “ensure” you keep the proof, that “you wrote the exam”, as evidence, if your paper is misplaced. – PLEASE, DO NOT THROW IT AWAY!!**
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Please answer the following questions

<p>1. Total Reward include various elements, as supported by the Corporate Leadership Council. Please list the 6 elements of a Total Reward system.</p>	(6)
<p>2. A Job analysis “defines the jobs within an organization”, it also defines “behaviors needed to perform”, as well as it reveals “details about jobs”</p> <p>Therefor Job analysis forms the basis of HR activities, as it:</p> <ul style="list-style-type: none"> • Informs what needs to be done? • Also, what is being done? <p>Please list and explain the 11 Major uses of a job analysis: (1 mark list + 1 mark for explain/example)</p>	(22)
<p>3. During the Job analysis process certain element cause problems during the job analysis process, which can result in the fact that job analysis undertaken without specific goals in mind or there is no clear goal and information is lost, ultimately resulting in the fact that no informed decisions can be made as the Job analysis “goal” was not clear.</p> <p>Please list and discuss the 9 of the 10 problems that can/could exist during the Job analysis process. (1 mark list + 1 mark for explain/example)</p>	(18)

<p>4. Please define the following principles/concepts/items:</p>		
<p>4.1. Reward criteria</p>	(1)	
<p>4.2. Total Cost To Company</p>	(2)	
<p>4.3. Flexible Reward Practices</p>	(2)	(13)
<p>4.4. Critical incident Technique (CIT),</p>	(3)	
<p>4.5. A job family:</p>	(2)	
<p>4.6. a/the Business Balance Scorecard?</p>	(3)	

<p>5. Please list and explain the 7 principles of job evaluation (1 mark for list + 1 mark for discuss/explain)</p>	(7)
<p>6. Job evaluation/grading is the classification of jobs according to a job grading system. Please give 4 examples of different job grading systems, and also, which of these systems are used in South Africa.</p>	(5)

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<p>7. Not all pay structures are the same. Organisations compete by differentiating their pay structures. Please list the 8 Factors most likely to influence your organizations pay structure</p>	<p>(7)</p>
<p>8. As a payroll administrator you will, for example, be contacted by retail stores that want to check an employee's credit references. If the store wants to know what the employee's earnings are, ask what amount he or she gave them, and confirm it or refer them to a credit bureau. Do not give the amount yourself!</p> <p>A payroll administrator should always keep the principle of confidentiality (PoPi act) in mind. You should regard all financial information as confidential. Even particulars such as an employee's marital status and age should be treated as confidential.</p> <p>Please list / explain the other 6 considerations which a payroll administrator must adhere to when dealing with pay slips</p>	<p>(6)</p>
<p>9. For a typical firm, the compensation policy will be influenced by 5 factors, Please list / explain these 5 factors.</p>	<p>(5)</p>
<p>10. Please define / explain what is Ergonomics</p>	<p>(7)</p>
<p>11. Employee Self Service (ESS) is usually a web-based application which integrates with payroll and HR software packages either uni- or bi-directionally. Organizations using ESS allows / empowers staff to...</p> <p>Please list / explain the 4 elements which staff can "perform" themselves.</p>	<p>(4)</p>

(100)

(6+22+18+13+7+5+7+6+5+7+4)

TOTAL

Exam designed by Johan Delpont on

17 January 2024

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