

UNIVERSITY OF FORT HARE

**REMUNERATION AND BENEFITS
HRM 323**

DEGREE EXAMINATIONS

OCT/NOV

2018

.....

Time: 3 Hours

Subject: HRM 323

Marks: 100

This paper consists of 3 pages including the cover page

Internal Examiners
Ms T.S Mhlanga (UFH)

External Examiners

INSTRUCTIONS

- 1. Answer all FOUR (4) questions**
- 2. It is in your best interest to write clearly and legibly.**

Question 1

1.1 Total package is often confused with total cost to organisation. Explain the meaning of "total package" and give an illustration of concepts that will help differentiate it from "total cost to organisation". (8)

1.2 Explain the six package structuring options found in total packages (12)

1.3 What are the do's and don'ts for traditional remuneration in the total package approach? (5)

/25 marks/

Question 2

2.1 Highlight the most common reasons why organisations need to use market surveys when setting pay levels and how the data assist them. (10)

2.2 To understand salary surveys fully, a little statistical knowledge is needed. Display your understanding by explaining the following terms, and in each case, show how these can be calculated using salary examples:

2.2.1 Mean

2.2.2 Median

2.2.3 Mode

2.2.4 Weighted average (10)

2.3 Explain how organisations can make use of club and published surveys when setting pay levels. (5)

/25 marks/

Question 3

3.1 Why do organisations have pay structures? (2)

3.2 What would you regard as the most common the features of well-designed pay structures? (10)

3.3 Explain the factors that influence the design of a pay structure. (8)

/20 marks/

Question 4

- 4.1 Briefly explain the terms job descriptions and role descriptions. (6)
- 4.2 Explain four main uses of job descriptions in an organisation. (8)
- 4.3 Highlight the non-discretionary and discretionary factors that influences jobs (12)
- 4.4 What are the four golden rules of interviews? (4)

/30 marks/

.....**End of Paper**.....