

UNIVERSITY OF FORT HARE

**REMUNERATION AND BENEFITS
HRM 323**

SUPPLEMENTARY EXAMINATIONS

OCT/NOV

2018

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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

Well designed remuneration systems play a strategic role by promoting organisational success. There are several methods that can be used to assist organisations to develop a remuneration strategy. Discuss the two methods given below and explain how they may assist:

1.1 The pay continuum (6)

1.2 The planning process (14)

/20 marks/

Question 2

2.1 Demonstrate, with relevant examples, your knowledge of the following terminology, which is essential for understanding and application of salary structures in the workplace.

2.1.1 Pay structure

2.1.2 Pay ranges

2.1.3 Pay overlaps

2.1.4 Pay slopes

2.1.5 Pay ratio (10)

2.2 Illustrate and explain some pay progression guidelines that organisations use to determine the basis by which employees may move through the pay scale range (12)

2.3 Describe "internal equity" and "external equity" as the main anchors in the design and development of pay structures. (8)

/30 marks/

Question 3

3.1 Outline and discuss the two broad stages in the process of job evaluation (7)

3.2 Discuss the circumstances when job evaluation should be used (8)

3.3 In most cases when a system collapses it is not the system itself. What are the factors that causes job evaluation systems to fail? (10)

/25 marks/

Question 4

4.1 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)

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

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

/25 marks/

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