

BOTSWANA COLLEGE OF DISTANCE AND OPEN LEARNING

In collaboration with

ZIMBABWE OPEN UNIVERSITY

Diploma in Human Resources Management

COMPENSATION AND REWARD SYSTEM

CR101

ASSIGNMENT

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1. This assignment is based on material covered in units in your study module.
 2. The assignment contains SEVEN questions.
 3. Answer all questions in grammatical **English**.
 4. Total mark is 100.

QUESTION 1

20 MARKS

- a. Your friend approaches you for advice. He wants to know various forms of rewards an employee gets in exchange of services rendered. Critically discuss various types of employee rewards in exchange for his services rendered to the employer. **(12 marks)**
- b. Raphael Bread Company is experiencing employee turnover in the range of 100 percent. Most of this occurs in the first 18 months of employment. Explain what you would look at in both pay and other forms of rewards to identify ways of reducing employee turnover? Justify your choices. **(8 marks)**

QUESTION 2

10 MARKS

You are the Human Resource Manager of a large company. Feedback suggests that many of the workers are unhappy and are looking for new jobs elsewhere. Recent figures show productivity has fallen. You know the Managing Director has said there will be no wage increases this year. What improvements could you suggest at the next management meeting which would improve motivation and productivity? Justify your response.

(10 marks)

QUESTION 3

20 MARKS

- a. Job evaluation is the process of assessing the importance of a job. However, there is need for one to use various approaches in determining the importance of a job. Discuss three approaches one could use in determining the importance of a job. **(16 marks)**
- b. You are the manager of 10 people in a large organization. All of them become very suspicious and upset when they receive a memo from the HR department saying their jobs are going to be evaluated. Explain how you would try to reassure them that their jobs are safe? **(4 marks)**

QUESTION 4

10 MARKS

Employees in organisation must perform so that at the end of the day the organisation would realise its organisational objectives. However, there are factors which have

been identified by scholars that affect employee's performance in the work place. Discuss with examples various factors which affect employee's performance in the work place and suggest remedies. **(10 marks)**

QUESTION 5

15 MARKS

- a. What is meant by intrinsic and extrinsic motivators? **(4 marks)**
- b. Critically examine how you would use intrinsic and extrinsic motivators to enhance the performance of your employees. **(11 marks)**

QUESTION 6

15 MARKS

- a. Critically discuss the importance of Employees Benefits to both the employer and the individual employees. **(10 marks)**
- b. You are the CEO of a small plumbing supply company in Gaborone. You want to do right by your employees in the benefits you offer, but you don't know what that means. How might you go about finding out what your employees need and want? How does the fact that the company is small affect the way you gather this information? **(5 marks)**

QUESTION 7

10 MARKS

Discuss any two content theories of motivation you are familiar with, and explain how you would apply these theories in motivating employees of your organisation.

(10 marks)