



ZIMBABWE

**MINISTRY OF HIGHER AND TERTIARY EDUCATION,
INNOVATION, SCIENCE AND TECHNOLOGY
DEVELOPMENT**

**HIGHER EDUCATION EXAMINATIONS COUNCIL
(HEXCO)**

NATIONAL DIPLOMA

IN

HUMAN RESOURCES MANAGEMENT

MODULE: Reward Management

PAPER NO: 526/23/M08

DURATION: 3 Hours

NOVEMBER/ DECEMBER 2025 EXAMINATION

REQUIREMENTS

INSTRUCTIONS TO CANDIDATE

1. Answer any five (5) questions.
2. All questions carry equal marks.

This paper consists of 3 printed pages.

QUESTION 1

Explain any five (5) purposes of reward management. (20 marks)

QUESTION 2

Examine any five (5) factors influencing reward management. (20 marks)

QUESTION 3

Explain the following job evaluation systems:

- a) Ranking method (5 marks)
- b) Points system (5 marks)
- c) Factor comparison (5 marks)
- d) Job classification method (5 marks)

QUESTION 4

Justify any five (5) purposes of fringe benefits. (20 marks)

QUESTION 5

- a) Explain performance related pay. (4 marks)
- b) Outline four (4) advantages of performance related pay. (16 marks)

QUESTION 6

Discuss any five (5) roles of money as a motivator at the workplace. (20 marks)

QUESTION 7

- a) Discuss Victor Vroom's expectancy theory. (8 marks)
- b) Explain any four (4) implications of Victor Vroom's expectancy theory to management. (12 marks)

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