

UNIVERSITY OF ZAMBIA
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES
DEPARTMENT OF GOVERNMENT AND MANAGEMENT STUDIES
2021/22 ACADEMIC YEAR EXAMINATION

PAM 2012: REMUNERATION AND PAYROLL MANAGEMENT

INSTRUCTIONS: Answer question one (COMPULSORY) and any other two questions.

TIME ALLOWED: 3 Hours

✓ Q1. Remuneration is essential for employee attraction, retention and performance. Demonstrate your understanding of remuneration and explain in detail aspects which would vary between the public and private sector.

Q2. In order to safeguard employee remuneration, legislation has been enacted to promote employees' right to compensation. Explain in detail the legal provisions on remuneration in Zambia.

Q3. The Zambian government recently established the Remuneration Commission which has since been operationalised. Explain in detail the implications of the commission on remuneration of public sector workers in Zambia.

✓ Q4. Write reasonable notes on the following:

- a. Types of income ✓
- b. Remuneration structure
- c. Payroll policies and procedures ✓
- d. Deductions ✓
- e. Collective agreement ✓

✓ Q5. Critically discuss internal and external factors which affect remuneration.

END OF EXAMINATION