



GARISSA UNIVERSITY

**UNIVERSITY EXAMINATION 2017/2018 ACADEMIC YEAR THREE
FIRST SEMESTER EXAMINATION**

SCHOOL OF BUSINESS AND ECONOMICS

FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT

COURSE CODE: BBM 322 / 360

COURSE TITLE: PENSION MANAGEMENT

EXAMINATION DURATION: 3 HOURS

DATE: 06/12/17

TIME: 2.00-5.00 PM

INSTRUCTION TO CANDIDATES

- **The examination has SIX (6) questions**
- **Question ONE (1) is COMPULSORY**
- **Choose any other THREE (3) questions from the remaining FIVE (5) questions**
- **Use sketch diagrams to illustrate your answer whenever necessary**
- **Do not carry mobile phones or any other written materials in examination room**
- **Do not write on this paper**

This paper consists of TWO (2) printed pages

please turn over



QUESTION ONE (COMPULSORY)

- (a) Explain different types of pension schemes [4 marks]
- (b) Describe two methods of funding retirement benefits [4 marks]
- (c) Explain two main reasons that may disqualify employee from enjoying retirement benefits [4 marks]
- (d) Explain individual's eligible for retirement benefits [6 marks]
- (e) Write short notes on
 - i. Gratuity [3 marks]
 - ii. Voluntary retirement schemes [3 marks]

QUESTION TWO

- (a) Explain main features of group pension schemes [5 marks]
- (b) Discuss emerging issues in pension management in today's public sector [6 marks]
- (c) Bring out main differences between provident funds and pension schemes [4 marks]

QUESTION THREE

- (a) Explain under what circumstances an employee may sought for early retirement [8 marks]
- (b) Discuss employees welfare programs that each must fulfilled by [7 marks]

QUESTION FOUR

- (a) Mismanagement of retirement benefits by trustees and illiteracy amongst employees, contributes to post-employment poverty amongst public employees discuss [9 marks]
- (b) What measures is government putting to place to safeguard employees' pension schemes [6 marks]

QUESTION FIVE

- (a) In case of death and disability resulting from work environment the employees are entitled to provident funds, highlight the immediate beneficiaries' of this funds [7 marks]
- (b) Musa last basic salary before he went for retirement was 40000 and he worked with that organization with 30years calculate his
 - i. Monthly pension [4 marks]
 - ii. Amount he took for gratuity [4 marks]

QUESTION SIX

- (a) Explain what bureaucracy [3 marks]
- (b) Discuss main characteristics of bureaucracy [7 marks]
- (c) Explain shortcomings of bureaucracies in organization management [5 marks]

