

# 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

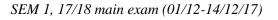
TIME: 2.00-5.00 PM

## **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





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#### **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		
<ul><li>i. Gratuity</li><li>ii. Voluntary retirement schemes</li></ul>	[3 marks] [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 at	re 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]
<i>SEM 1, 17/18 main exam (01/12-14/12/17)</i> 2	Good Luck – Exams Office

