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14MBAHR303

**Third Semester MBA Degree Examination, June/July 2018**  
**Compensations and Benefits**

Time: 3 hrs.

Max. Marks:100

**SECTION - A**

*Note : Answer any FOUR questions from Q.No.1 to Q.No.7.*

- 1 Define compensation. (03 Marks)
- 2 What is Internal Alignment? (03 Marks)
- 3 What shapes external competencies? (03 Marks)
- 4 What are Employee Benefits? (03 Marks)
- 5 How do you refer content and value? (03 Marks)
- 6 What is pay for performance? (03 Marks)
- 7 What are Internal pay structures? (03 Marks)

**SECTION - B**

*Note : Answer any FOUR questions from Q.No.1 to Q.No.7.*

- 1 Briefly explain pay model. (07 Marks)
- 2 Explain the major factors that shape the internal pay structure. (07 Marks)
- 3 What is Job Analysis? Explain the various methods of Job Analysis. (07 Marks)
- 4 What do you mean by Job Evaluation? Enumerate major decisions in Job Evaluation. (07 Marks)
- 5 What are legally required benefits? (07 Marks)
- 6 Briefly explain all PEP plans. (07 Marks)
- 7 Briefly, explain the legal issues of Employee compensation. (07 Marks)

**SECTION - C**

*Note : Answer any FOUR questions from Q.No.1 to Q.No.7.*

- 1 Discuss why to perform Job analysis at organization level. (10 Marks)
- 2 Discuss the compensation strategies for special groups. (10 Marks)
- 3 What is social contract? What are the compensation strategies at global level? (10 Marks)
- 4 Explain the various social security employee benefits offered at global level. (10 Marks)

- 5 Explain about Expatriate pay at organization level. (10 Marks)
- 6 Explain the data collection methods of Job Analysis. (10 Marks)
- 7 Explain pay policy Alternatives. (10 Marks)

**SECTION - D**

**CASE STUDY – [ Compulsory ]**

Sam is a top executive of a large company with significant compensation (Aged 58, three children living independently) (Two grand children) and a benefits package with many options.

Sam and Susie's combined balance sheet tops \$ 8 million, including some concentration in Sam's employer stock. As Sam and Susie near retirement age 58, 54 respectively, they want to be sure that they make the right financial decisions, particularly in regard to Sam's company restricted stock awards and stock options. They have a number of things they want to do in retirement, including buying a second home and gifting to their children and grandchildren. They know the importance of making smart choices today to be able to meet these goals but need some direction.

**Questions :**

- 1 Discuss the Sam's compensation and benefits package. (10 Marks)
- 2 Discuss the strategies for exercising stock options. (10 Marks)

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