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Third Semester MBA Degree Examination, Dec.2018/Jan.2019

Compensation and Benefits

Time: 3 hrs.

Max. Marks:100

SECTION - A

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

- 1 What is strategic perspective of pay? (03 Marks)
- 2 Define internal alignment. (03 Marks)
- 3 Define job evaluation. (03 Marks)
- 4 What do you mean by wage survey? (03 Marks)
- 5 Explain merit pay. (03 Marks)
- 6 What do you mean by comparable worth? (03 Marks)
- 7 What is expatriate pay? (03 Marks)

SECTION - B

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

- 1 Differentiate best practices versus best fit options. (07 Marks)
- 2 Discuss content and value of the job. (07 Marks)
- 3 Discuss the procedure of job analysis. (07 Marks)
- 4 Explain various pay policy alternatives. (07 Marks)
- 5 Besides money, what are the other rewards that influence behavior? (07 Marks)
- 6 Explain various legal issues involved in pay. (07 Marks)
- 7 Bring out the role of social contract and culture in pay. (07 Marks)

SECTION - C

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

- 1 Discuss pay modes in detail. (10 Marks)
- 2 Which internal structure fits belt? Explain various theories. (10 Marks)
- 3 Describe the process of job. (10 Marks)
- 4 Discuss various tools available to interpret results. (10 Marks)

- 5 How do you carry out a salary survey? (10 Marks)
- 6 Explain compensation strategy for special groups of employees. (10 Marks)
- 7 Discuss strategic choices available in global compensation. (10 Marks)

SECTION - D
CASE STUDY – [Compulsory]

The Universal Electric Company (UEC) is an engineering based company. You have been hired as a Assistant Manager – compensations benefits. After completing one month of induction program you have realized that compensation and benefit policy at UEC is completely chaotic. You find there is no link between performance and pay, every individual in a company joined in same department with same qualification gets more or less same salary. As a result of this egalitarian pay system star performers are quitting the company. The performance culture is totally missing and motivation level of employees to perform is very low. All most every employer believe that they have to spend the day by performing some activity.

Questions:

- a Design pay for performance plans. (05 Marks)
- b Discuss various methods of job evaluations. (05 Marks)
- c Explain various incentive plans. (05 Marks)
- d Discuss hierarchial salary structure. (05 Marks)

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