

# CBCS Scheme

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16MBAHR303

## Third Semester MBA Degree Examination, June/July 2018 Compensation and Benefits

Time: 3 hrs.

Max. Marks: 80

**Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.  
2. Question No. 8 is compulsory.**

- 1 a. Define Compensation. (02 Marks)  
b. Briefly explain the factors which affect Fixing compensation. (06 Marks)  
c. Explain the pay model and its motives. (08 Marks)
- 2 a. What do you mean by Benchmarking? (02 Marks)  
b. Briefly explain the best practices in compensation. (06 Marks)  
c. Describe strategic pay policies and its importance. (08 Marks)
- 3 a. Define Internal Alignment. (02 Marks)  
b. Discuss the Engineer Job structure. (06 Marks)  
c. Discuss the factors which shape Internal structure. (08 Marks)
- 4 a. Define PFP (Pay for performance). (02 Marks)  
b. What motivates employees to stay in the organisation? Explain. (06 Marks)  
c. Explain Internal Pay structure with suitable examples. (08 Marks)
- 5 a. What motivates candidates to apply for Jobs? (02 Marks)  
b. Explain the components of Total Reward system. (06 Marks)  
c. Differentiate between Individual (VS) Group Incentives with suitable examples. (08 Marks)
- 6 a. State the various Acts which benefits laborers in India. (02 Marks)  
b. Briefly explain the provisions of Equal Remuneration Act, 1976 (06 Marks)  
c. What are the legal issues associated with the compensation. (08 Marks)
- 7 a. Define pay structure. (02 Marks)  
b. Briefly explain the best Fit options in compensation. (06 Marks)  
c. What are the compensation strategies for special Groups? (08 Marks)

### 8 Compulsory : Case Study

An International systems and Technology company was expanding in the United States. The company's main product lines focused on High – End voice and video surveillance activities. Its applications were often used in 911 operations and airports. As part of this expansion, it was hiring all levels of systems engineers and developers. Particular skills were needed for expanding existing product lines and adding new products and features. In addition, the company needed to staff the customer support center.

- a. Design Internal Alignment with suitable examples. (16 Marks)

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Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.  
2. Any revealing of identification, appeal to evaluator and /or equations written eg. 42+8 = 50, will be treated as malpractice.