

CBCS SCHEME

16/17MBAHR303

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Third Semester MBA Degree Examination, June/July 2019 Compensation and Benefits

Time: 3 hrs.

Max. Marks:80

Note: 1. Answer any FOUR full questions from Q1 to Q7.
2. Question No. 8 is compulsory.

- 1 a. Define compensation and benefits. (02 Marks)
b. What compensation strategic s choices help achieve company's competitive strategy? (06 Marks)
c. Give the framework of pay model for examining current pay system. (08 Marks)
- 2 a. What is job evaluation? (02 Marks)
b. What are the objectives of job analysis? Explain in brief ways to judge job analysis. (06 Marks)
c. List and describe the major factors that shape the internal structure of pay. (08 Marks)
- 3 a. Distinguish between Internal and External Equity. (02 Marks)
b. Explain the mechanism to know the competitiveness of pay systems? Elucidate in detail. (06 Marks)
c. What is social contract? What are the general compensation strategies at global level? (08 Marks)
- 4 a. Give the meaning of PFP. (02 Marks)
b. Explain in detail on legally required benefits. (06 Marks)
c. Enumerate and elucidate an exhaustive list of all pay for performance plans. (08 Marks)
- 5 a. What is expatriate pay? (02 Marks)
b. Write a note on various social security benefits. (06 Marks)
c. Who are special groups? Explain the compensation strategies for special groups. (08 Marks)
- 6 a. What are individual and group incentives. (02 Marks)
b. Explain various components of compensation. (06 Marks)
c. Discuss the strategic choices on internal alignment and in internal alignment design, which structure fits best? (08 Marks)
- 7 a. Define pay mix and state its elements. (02 Marks)
b. Explain equity theory and tournament theory. (06 Marks)
c. Describe the factors that help in the determination of global compensation. (08 Marks)

8 CASE STUDY [Compulsory]

Mr. Amith was appointed as the HR Manager in a private sector company. Within a span of one year Mr. Amith had to sign a wage agreement with the workers union. The union pressurized more with regard to production department workers salary than with regard to the worker's salary than with regard to the salary of quality department workers. Accordingly, the management increased the salary of production department workers. Once this decision was communicated to all the workers, the quality department workers walked out of the union and formed a separate union. They moved around the factory with a placard that read, "Are we step-children of the management?", "All employees are equal, but production employees are more important". The decision created a perception that production department jobs were higher value than that of the quality department.

Questions:

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- If you were in Mr. Amith's place how would you respond to the union pressure? (04 Marks)
 - Evaluate the pros and cons from employer's point of view in the above case. (04 Marks)
 - Evaluate the pros and Con's from employee's point of view. (04 Marks)
 - As a HR manager, suggest a solution to the problem. (04 Marks)
