

Internal Assessment Test - I

Sub:	Direct Taxation	Code:	18MBAFM303
Date:	18/9/2019	Duration:	60 mins
		Max Marks:	50
		Sem:	III
		Branch:	MBA

		Marks	OBE		
			CO	RBT	
Part A - Answer all the questions (15* 1 = 15 marks)					
1	1. Job content refers to the type of work performed, and the skills and knowledge needed to perform the work. TRUE FALSE	1	2		
2	2. Job value refers to how well the job meets the organization's goals and the difficulty in filling the job. TRUE FALSE	1	2		
3	3. Which one among the below is not the objective of job evaluation a. to gather data b. to compare duties c. to avoid ensuring equal wages d. to minimize wage discrimination	1	2		
4	4. Job evaluation is one of the inputs into decisions on people other two being organization and market employee and organization market and the person	1	2		
5	5. Which of the following are the job information collected to evaluate jobs Job Purpose Dimensions Accountabilities All of the above	1	2		
6	6. Which of the following is not the information collected during job context. 1 Company purpose 2 Financial Structure 3 Structure 4 Main challenges	1	2		
7	7. Which of the following is the benefit of job evaluation. a. links the pay with job requirement b. over and under evaluation of differences c. evaluating incumbent instead of status quo d. premature slotting	1	2		
8	8. Which of the following is not the job evaluation method Ranking method Point method Classification Method BARS	1	2		
9	_____Orders job descriptions from highest to lowest based on a global definition of relative value or contribution to the organization's success Point method Ranking method Classification method	1	2		

	BARS		
10	10 _____Uses class descriptions that serve as the standard for comparing job descriptions Point method Classification method Ranking method BARS	1	2
11	11. ____is an extension of the factor comparison method. Each factor is then divided into levels or degrees which are then assigned points Point method Classification method Ranking method BARS	1	2
12	12. How many steps does point method include 4 5 6 7	1	2
13	13. Developing a total compensation strategy includes how many steps 1 2 3 4	1	2
14	14. Generic compensable factors include Skill Effort Responsibility All of the above	1	2
15	15. Which compensation method is an extension of Halsey plan. Weir Premium Plan Rowan Premium Bonus Plan Emerson Efficiency Plan Bedeaux Point	1	2
	16.Which of the following compensation methods is not based on productivity Taylor Differential Piece Rate Method Merrick’s Multiple Piece Rate Plan, Gantts Task Emerson efficiency Plan		
	17. Which of the following compensation method is based on the time taken Rowan Premium Bonus Plan Emerson Efficiency Plan Bedeaux Point All of the above	1	3
17	18. Fredrick Arthur has given which compensation plan Rowan Premium Bonus Plan Emerson Efficiency Plan Bedeaux Point Rowan	1	3
18	19. In which plan, bonus is paid of 50% of the time saved at time rate Emerson Efficiency Plan Bedeaux Point Rowan Halsey	1	3
19	20. In which plan, bonus is paid of 30% of the time saved at time rate Emerson Efficiency Plan Bedeaux Point Rowan Halsey	1	3

20	21. Which compensation plan is based on the incentive scheme Emerson Efficiency Plan Bedeaux Point Rowan Halsey	1	3
21	22. Which compensation plan is based on the three piece-rates Emerson Efficiency Plan Bedeaux Point Rowan Merrick Differential	1	3
22	23. ____ refers to the average of the array of rates paid by an employer Pay structure Pay Level Pay form Pay Rate	1	3
	24. Pay policy alternatives include:- To lead To meet To follow All of the above	1	3
	25. Pay level and pay mix decisions focus on how many objectives 1 2 3 4	1	3
	26. What shapes the external competitiveness Labour Market Factors Product market factors Organization Factors All of the above	1	3
	27. Benefit determination process includes how many steps? 3 4 5 6	1	3
	28. A compensation program should address which of the following objective legal compliance with all appropriate laws and regulations cost effectiveness for the organization internal, external, and individual equity for employees all of the above	1	3
	29. Job evaluations are based on job analysis information. TRUE FALSE	1	3
	30. Job evaluation is usually performed by a single individual. TRUE FALSE	1	3

31. What is external competitiveness? (5M)

1	3
1	3
1	3
1	3

32. Explain any one method of job evaluation with advantages and disadvantages?(5M)

33. List out three differences between job evaluation and job analysis? (5M)

34. Stock option brings both advantage and disadvantage to an employee. Comment on this. (5M)

Course Outcomes		PO1	PO2	PO3	PO4	PO5
CO1:	The student will gain insights of various conceptual aspects of Compensation and Benefits to achieve organizational goals.	2	0	0	0	0
CO2:	The Student will determine the performance based compensation system for business excellence and solve various cases.	0	2	0	0	0
CO3:	The Student will be able to design the compensation strategies for attraction, motivation and retaining high quality workforce.	0	2	0	0	0
CO4:	The Student will Understand the Legal & Administrative Issues in global compensation to prepare compensation plan, CTC, wage survey and calculate various bonus.	2	0	0	0	0

Cognitive level	KEYWORDS
L1	list, define, tell, describe, recite, recall, identify, show, label, tabulate, quote, name, who, when, where, etc.
L2	describe, explain, paraphrase, restate, associate, contrast, summarize, differentiate interpret, discuss
L3	calculate, predict, apply, solve, illustrate, use, demonstrate, determine, model, experiment, show, examine, modify
L4	classify, outline, break down, categorize, analyze, diagram, illustrate, infer, select
L5	grade, test, measure, defend, recommend, convince, select, judge, support, conclude, argue, justify, compare, summarize, evaluate
L6	design, formulate, build, invent, create, compose, generate, derive, modify, develop, integrate

PO1–Theoretical Knowledge; PO2–Effective Communication Skills; PO3–Leadership Qualities; PO4 –Sustained Research Orientation; PO5 –Self-Sustaining Entrepreneurship

CCI

HOD

Scheme

Q.No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
	a	b	c	c	b	d	d	b	b	b	c	c	a	c	a	b	d	b	c	b	a	b