

Internal Assessment Test - I

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

		Marks	OBE		
			CO	RBT	
<b>Part A - Answer all the questions (15* 1 = 15 marks)</b>					
1	1. Performance based pay system can vary greatly depending on factors suchas: Employees’ level of commitment to the company Length of the program Manager expectations vs. employee expectations All of the above	1	2		
2	2. ___pay is employee compensation that changes as compared to salary which is paid in equal proportions throughout the year. Fixed pay Variable pay Both None of the above	1	2		
3	3. ___is an approach to compensation that rewards the higher performing employees with additional pay or incentive pay. Merit pay Fixed Pay Variable pay None of the above	1	2		
4	3. How many types of incentives are there? 1 2 3 4	1	2		
5	5. How many types of incentives are there? One Two Three Four	1	2		
6	6. Which among the following incentive plan is not based on the productivity? Merrick Plan Gantt Plan Emerson Plan Taylor Plan	1	2		
7	7. Profit sharing plan is part of which incentive plan? Individual incentive plan Group incentive plan Both None of the above	1	2		
8	8.How many criteria do we have for setting performance objectives a. 1	1	2		

	<ul style="list-style-type: none"> <li>b. 2</li> <li>c. 3</li> <li>d. 4</li> </ul>
9	<p>9. Scanlon plan of profit sharing aims at</p> <ul style="list-style-type: none"> <li>(A) Workers participation</li> <li>(B) Reduction of cost of operation of increased production</li> <li>(C) Sharing in gains</li> <li>(D) All of the above</li> </ul>
10	<p>10. Which of the following is not an advantage of an individual incentive plan</p> <ul style="list-style-type: none"> <li>(a) provides a clear link between individual pay and work contribution</li> <li>(b) may encourage individualism and non-productive competition</li> <li>(c) links total compensation costs to organisational objectives</li> <li>(d) can have significant impact on key performance indicators such as productivity, quality and sales</li> </ul>
11	<p>11. When designing and implementing an individual incentive plan you need to consider all of the following except</p> <ul style="list-style-type: none"> <li>(a) ability to attract job applicants</li> <li>(b) frequency of rewards</li> <li>(c) clear goals and design simplicity</li> <li>(d) the need for periodic review</li> </ul>
12	<p>12. Because small group incentives focus on team accomplishments rather than individual ones they are able to</p> <ul style="list-style-type: none"> <li>(a) increase job satisfaction</li> <li>(b) increase performance</li> <li>(c) decrease competition and conflict between different work groups</li> <li>(d) increase flexibility in job assignments</li> </ul>
13	<p>13. A small group incentive system that shares the productivity improvements with the employees who make them is a definition of _____</p> <ul style="list-style-type: none"> <li>(a) recognition program</li> <li>(b) profit share</li> <li>(c) gainsharing</li> <li>(d) bonus payment</li> </ul>
14	<p>14. The Scanlon Plan is a type of _____. He/she has to be in India for at least 60 days during the previous year and 365 days out of 5 years immediately preceding the previous year</p> <ul style="list-style-type: none"> <li>(a) profit sharing</li> <li>(b) gainsharing</li> <li>(c) bonus management</li> <li>(d) individual incentive</li> </ul>
15	<p>15. An advantage of small-group incentive plans is that it</p> <ul style="list-style-type: none"> <li>(a) reduces emphasis on employee performance</li> <li>(b) provides a clear link between group performance and reward</li> <li>(c) allows poor performers to be carried by the group</li> <li>(d) can sometimes mean organisations end up paying for performance that would have been achieved without an incentive plan</li> </ul>
	<p><b>16. Incentive plans are generally funded through</b></p> <ul style="list-style-type: none"> <li>(a) increased profits and reduced expenses</li> <li>(b) increased customer satisfaction and increasing share values</li> <li>(c) the sale of surplus assets and product innovation benefits</li> <li>(d) both (b) and (c)</li> </ul>

<b>1</b>	<b>2</b>
<b>1</b>	<b>2</b>
<b>1</b>	<b>2</b>
<b>1</b>	<b>2</b>
<b>1</b>	<b>2</b>
<b>1</b>	<b>2</b>
<b>1</b>	<b>2</b>

16	17. Which of the following is not a reason organisations introduce incentive compensation (a) to encourage employees to undertake further training and development (b) to encourage individual, team or business unit performance (c) to control fixed compensation costs (d) to increase remuneration competitiveness	<b>1</b>	<b>3</b>
17	18. Variable performance pay system can be all of the following except (a) recognition programs (b) individual (c) small group (d) specialty based	<b>1</b>	<b>3</b>
18	19. Which code is related to cafeteria plan Code 124 Code 125 Code 126 Code 127	<b>1</b>	<b>3</b>
19	20. Compensation strategy of special groups includes 1. Use Metrics as the Basis for Incentive Compensation(Metrics based Strategy) 2. Effectively Communicate to Ensure Understanding(Communication strategy) 3. Benchmark Compensation Levels(Benchmarking Strategy) 4. All of the above	<b>1</b>	<b>3</b>
20	21. _____requires that men and women receive equal pay for equal work. EPA ADEA ADA POW	<b>1</b>	<b>3</b>
21	22. Someone who lives and works in a foreign country is a(n) (a) expatriate (b) holiday maker (c) international jet-setter (d) immigrant	<b>1</b>	<b>3</b>
22	23. When a person from one culture communicates with a person from another a culture they are engaging in (a) cross-cultural communication (b) two-way communication (c) multi-focus communication (d) verbal communication	<b>1</b>	<b>3</b>
	24. EXPATRIATE COMPENSATION APPROACHES INCLUDES home-based approach the host-based approach the global market approach All of the above	<b>1</b>	<b>3</b>

25. _____ is also known as the balance sheet approach
home-based approach the host-based approach, the global market approach. None of the above
26. The balance sheet approach provides international employees with an expatriate compensation package that equalizes cost differences between the international assignment and the same assignment in the home country of the individual or the organization True False
27. Strategic Choices In Global Compensation comprises of Localizer: “Think Global, Act Local” Exporter: “Headquarters Knows Best” Globalizer: “Think and Act Globally and Locally” All of the above
28. Which of the following factors may influence compensation? The cost of living. Taxation. Healthcare costs. All of the above.
29. The amount of salary an individual receives in the home-country becomes the _____ when calculating compensation.  base salary non-negotiable salary original allowance none of the above
30. A young MNE is more likely to use _____ for managing their foreign operations. foreign expatriates third-country nationals home-country nationals host-country nationals

<b>1</b>	<b>3</b>
<b>1</b>	<b>3</b>
<b>1</b>	<b>3</b>
<b>1</b>	<b>3</b>
<b>1</b>	<b>3</b>
<b>1</b>	<b>3</b>

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,	2	0	0	0	0

CTC, wage survey and calculate various bonus.							
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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

