

**Code No: MB1638/R16**

**MBA III Semester Regular Examinations, Nov-2017**

**COMPENSATION AND REWARD MANAGEMENT**

**Time: 3 Hours**

**Max. Marks: 60**

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*Answer Any FIVE Questions  
All Questions Carry Equal Marks  
Question No. 8 is Compulsory*

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| 1. a | Explain the factors influencing compensation?  | 6M |
| b    | What are the key determinants of bonus plan?   | 6M |
| 2. a | What is Job evaluation? Explain the objectives of Job evaluation. How do you prepare the ground for evaluating Jobs? | 6M |
| b    | How does Job analysis influence wage determination process?  | 6M |
| 3. a | What are the requirements of ideal systems of wage payments?   | 6M |
| b    | Determine the institutional mechanism for wage determination. Examine their pros and cons.                           | 6M |
| 4. a | What do you understand control systems?  | 6M |
| b    | Determine the mechanism for pay roll system in modern industry.  | 6M |
| 5. a | What are the different methods of wage payment systems?  | 6M |
| b    | How to design pay structure? Explain the different types of pay structures in India.                                 | 6M |
| 6. a | Give the frame work of pay model for examine current pay system.   | 6M |
| b    | Define Rewards? Explain the different kinds of monetary and non - monetary rewards?                                  | 6M |
| 7. a | Explain in brief several ways to judge job analysis.   | 6M |
| b    | Explain merits and demerits of Job evaluation.   | 6M |



8 AtulKrishan, a new employee of XYZ Ltd. Company expressed his dissatisfaction 12M towards the incentives paid to him after staying with the company for about 9 months. He was also in an impression that his post graduate scholarship was much better than what was paid to him as an entry employee he approached the HR Manager who happens to look into the grievances of employees. But HR Manager has replied him saying that Atul was in probation and he cannot be considered for the Incentive System which others are enjoying. Atul argued with the Manager that in his offer letter, they have promised for a consolidated pay without disturbing the incentive system which would be same as to others. But HR Manager denied it and asked Atul to maintain code of conduct, otherwise he will be expelled from the company. Atul was also unhappy because he was contributing 27% of the business in his area to the company which was top contribution for the company from the time of its inception. Atul has to wait for the bond of one year which he signed with the company and left to United States for a doctoral program.

1. Was the company rightly doing with compensation system?
2. Was the division of Atul was sight?
3. Do you think the approach of HR Manager was right with Atul?
4. What are the pitfalls in compensation management of the company

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