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Question Paper Code: CMB422



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

MBA IV Semester End Examinations (Regular) - April, 2019

Regulation: IARE-R16

Compensation and Reward Management
(MBA)

Time: 3 Hours

(Elective : Human Resource)

Max Marks: 70

Answer ONE Question from each Unit

All Questions Carry Equal Marks

All parts of the question must be answered in one place only

UNIT – I

1. (a) What is Compensation Management? Discuss its objectives. [7M]
- (b) Discuss any two theories of compensation with suitable examples. [7M]
2. (a) Which compensation strategies you find is most suitable for manufacturing and service industry and why? [7M]
- (b) How can equality in compensation be improved? [7M]

UNIT – II

3. (a) Discuss any two techniques of job evaluation. [7M]
- (b) You have been asked to conduct a compensation survey by your management, discuss what process you will follow? [7M]
4. (a) Prepare a salary structure for the position of HR manager. [7M]
- (b) Discuss compensation management process with an example. [7M]

UNIT – III

5. (a) Does job satisfaction and higher compensation results in better performance and higher productivity? Discuss. [7M]
- (b) Write the factors affecting effective performance appraisal. [7M]
6. (a) Discuss the various types of incentives. Give suitable examples. [7M]
- (b) "Incentive is a bribe given to employees to perform their jobs effectively, which they are anyway paid to do". Critically evaluate the statement and justify your answer with appropriate reasoning. [7M]

UNIT – IV

7. (a) Is executive compensation justified? Give reasons in support of your answer. [7M]
- (b) Discuss various pre requisites for effective incentive plans. [7M]
8. (a) Explain the factors affecting managerial remuneration. [7M]
- (b) Write the various methods of identifying the benefits needs among employees. [7M]

UNIT – V

9. (a) Write a note on Employee Stock Options. Write the compensation package according to current lifestyle. [7M]
- (b) Two firms in the chemical solvent industry decide to merge. Employees in the testing department of firm 'A' have enjoyed high pay for many years. However, firm 'A' is purchased by firm 'B' who has a history of paying low wages. Should wages be cut for those who worked for firm A? Or, should wages be increased for those in firm B? Justify your decision. [7M]
10. (a) Imagine that you are starting a small scale industry. Write a compensation plan for your employees. [7M]
- (b) What is compensation goals? Explain various strategic compensation goals. [7M]

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