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Question Paper Code: CMB422



INSTITUTE OF AERONAUTICAL ENGINEERING
(Autonomous)

MBA IV Semester End Examinations (Regular) - May/June, 2018

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) Discuss the role of compensation management in an organization. [7M]
(b) What are the various principles of compensation management. [7M]
2. (a) What are the factors responsible for intra and external-industry compensation differentials? Give suitable examples to support your answer. [7M]
(b) Explain the various consequences of pay dissatisfactions among employees. [7M]

UNIT – II

3. (a) What is job evaluation? Write any two methods of job evaluation with examples. [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 cost to company structure for the position of a sales trainee in a retail industry. [7M]
(b) If you are HR Manager of a multinational organization, what compensation management process will you follow to make on time and accurate salary payment to your employees. [7M]

UNIT – III

5. (a) Discuss how Maslow's hierarchy of needs theory affects the organization benefits policy with suitable example. [7M]
(b) Discuss how the performance appraisal helps in compensation management? [7M]
6. (a) Explain the various types of fringe benefits and write suitable examples. [7M]
(b) Is incentive a bribe? Critically evaluate the statement and justify your answer with appropriate reasoning. [7M]

UNIT – IV

7. (a) Explain the various types of executive pay and packages. [7M]
(b) What are the objectives of incentive plans and write the advantages of incentive plans. [7M]
8. (a) Explain the factors influencing on executive compensation. [7M]
(b) Distinguish between fixed pay performance and pay performance. If performance pay is better, justify your answer. [7M]

UNIT – V

9. (a) If you are HR Manager of a retail organization which type of compensation strategy will you prefer among the following: [7M]
i. Pay based on position
ii. Pay based on person and
iii. Pay based on performance.
(b) “In this era of talent wars, compensation structures have lost their utility” evaluate the statement with examples to justify your answer. [7M]
10. (a) Imagine that you are starting a food business. Prepare a compensation plan to your employees. [7M]
(b) Discuss various challenges involved in compensation management. [7M]

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