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Question Paper Code:CMBB60



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad - 500 043

MODEL QUESTION PAPER

MBA IV Semester End Examinations, June – 2020
COMPENSATION AND REWARD MANAGEMENT

Regulation: IARE-R18

(MASTER OF BUSINESS ADMINISTRATION)

Time:3Hours

Max Marks:70

Answer any 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) Briefly explain the Pre-requisites for effective compensation Management in this modern era. [7M]
b) Elucidate the role of individual and group reward systems in an organization. What is the recent trend in reward management [7M]
- 2 a) Demonstrate the various components of compensation structure. Give an account of various factors to be taken into consideration for determining compensation structure [7M]
b) Describe the flow of work how is the job structure aligned with the organization business the work flow and its objectives [7M]

UNIT –II

- 3 a) Distinguish between the process used to design and administer a person-based and job- based approach. [7M]
b) Illustrate the advantages and disadvantages of using more than one job evaluation plan in any single organization [7M]
- 4 a) Highlight the word Job evaluation? Explain the objectives of Job evaluation. How do you prepare the ground for evaluating Jobs? [7M]
b) Distinguish the relative merits and demerits of different methods of Wage determination? [7M]

UNIT –III

- 5 a) Highlight the concept of executive incentives and discuss different types of incentives offered to executives. [7M]
b) Categorize the benefits and services are most important to today's increasingly diverse workforce? Why? [7M]
- 6 a) Develop a set of critical incidents covering the classroom performance of the teacher you like the most. Summarize the statement. [7M]
b) Describe various approaches for setting standards that provide the foundation of performance incentive programs. [7M]

UNIT – IV

- 7 a) Discuss the factors that influence internal pay structure based on your own experience which once do you think are the most important why? [7M]
b) Enumerate the bases for traditional pay system and modern pay system. How are pay plans established? [7M]
- 8 a) ‘Several modern and traditional methods of performance appraisal are used for appraising an employee’s performance’. Explain any three methods of performance appraisal. [7M]
b) Distinguish between fixed pay performance and pay performance. If performance pay is better, justify your answer. [7M]

UNIT – V

- 9 a) Exemplify the word compensation. What are the various aspects to be looked into while designing a compensation system for an organization? [7M]
b) Demonstrate the role of individual and group reward systems in an organization. What is the recent trend in reward management [7M]
- 10 a) Discuss the pay ranges and grades with bands why would you use either does their use assist or hinder the achievement of internal alignment external competitiveness [7M]
b) Write about total reward system besides money other rewards influence behavior in an organization. [7M]



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COURSE OBJECTIVES :

The course should enable the students to:

I	Understand compensation and reward system it must get approval from the govt. or top management in the organization.
II	Provide useful information about the latest thinking and developments Compensation must be sufficient so that needs of the employees are fulfilled substantially.
III	Understand the practice of compensation management Employees must have guarantee of getting wages or compensation regularly without any break.
IV	Explore the new realities of how organizations are approaching the vital tasks of managing for rewards and developing the capabilities of their people.

COURSE OUTCOMES (COs):

Students, who complete the course, will have demonstrated the ability to do the following:

CMBB60.01	Understand the concept of compensation, theoretical dimension, economic and behavioral dimensions.
CMBB60.02	Discuss the designing pay model strategic compensation plan, wage and salary administration at micro level.
CMBB60.03	Analyze different types of rewarding procedure of employees on the basis of performance.
CMBB60.04	Summarize the some similarities and differences between financial and non financial benefits of the employees.
CMBB60.05	Explain about the international nature of compensation and compensation process.
CMBB60.06	Identify the differences between job analysis and job design.
CMBB60.07	Analyze the pay model structure Architecture and its components with the help of a diagram.
CMBB60.08	Interpret the opportunities provided by the organization and organizational benefits to the employees.
CMBB60.09	Describe the role and support of compensation in case of applications, Real estate business, Insurance sector Jobs and employment sites.
CMBB60.10	Examine the functional requirements for the employee benefits and services.

MAPPING OF SEMESTER END EXAMINATION TO COURSE OUTCOMES:

SEE Question No		Course Outcomes		Course Outcomes	Blooms Taxonomy Level
1	a	CMBB60.01	Understand the meaning, definitions, features and Importance of compensation and reward management.	CO 1	Remember
	b	CMBB60.01	Illustrate the importance of compensation and steps in Reward management in organization.	CO 2	Understand
2	a	CMBB60.01	Define different is warehousing in a rewarding employees performance from compensation	CO 1	Apply
	b	CMBB60.01	Distinguish some similarities and differences between Types of financial and non financial benefits of the employees?	CO 2	Evaluate
3	a	CMBB60.01	Understand about compensation international nature compensation process.	CO 4	Understand
	b	CMBB60.01	Define How would you explain the difference between job analysis and job design?	CO 3	Apply
4	a	CMBB60.01	Analyze the pay model structure Architecture and its components in detail with the help of a diagram.	CO 3	Create
	b	CMBB60.01	Illustrate the opportunities provided by the organization? State limitations of benefits of the employees.	CO 4	Remember
5	a	CMBB60.01	Differentiate the role and support of compensation in the Following applications, Real estate business, Insurance sector Jobs and employment sites.	CO 5	Remember
	b	CMBB60.01	Understand the functional requirements for the employee benefits and what specialized services and servers perform these functions.	CO 6	Apply
6	a	CMBB60.01	Discuss about the performance appraisal? Why is it important in compensation and reward management?	CO 6	Evaluate
	b	CMBB60.01	Examine in detail about how compensation structure, can gain advantage in its economics using CRM.	CO 5	Understand
7	a	CMBB60.01	Understand the requirement metrics of Electronic Payment System and any two Payment System in detail.	CO 7	Apply
	b	CMBB60.01	Discuss about the benefits of having a Managerial remuneration pays commission. What are steps involved in Planning a pay commission?	CO 8	Evaluate
8	a	CMBB60.01	'Several modern and traditional methods of performance appraisal are used for appraising an employee's performance'. Explain any three methods of performance appraisal.	CO 7	Understand
	b	CMBB60.01	Discuss the types of performance-linked ward schemes. Critically analyze the steps in designing a performance linked reward scheme.	CO 8	Remember
9	a	CMBB60.01	Discuss the various statutory and non – statutory welfare measures that are needed to be taken up by successful organizations	CO 9	Remember
	b	CMBB60.01	Understanding the key essential of effective compensation strategy in today's modern business world.	CO 10	Understand
10	a	CMBB60.01	How do you managing reward system & What is the role of HR manager in managing the reward system?	CO 9	Apply
	b	CMBB60.01	Understand the advantages and dis advantages of supporting team work and Individual work of the employees.	CO 10	Analyze

Signature of Course Coordinator

HOD, MBA