



INSTITUTE OF AERONAUTICAL ENGINEERING

Dundigal, Hyderabad-500 043

MASTER OF BUSINESS MANAGEMENT

ASSIGNMENT QUESTIONS

Course Name	COMPENSATION AND REWARD MANAGEMENT
Course Code	CMB422
Class	IV SEM
Branch	MASTER OF BUSINESS ADMINISTRATION
Year	2017 – 2018
Course Faculty	Ms.K.Mamatha, Assistant Professor, Department of MBA

COURSE OBJECTIVES:

To meet the challenge of ensuring excellence in management education, the issue of quality needs to be addressed, debated and taken forward in a systematic manner. Accreditation is the principal means of quality assurance in higher education. The major emphasis of accreditation process is to measure the outcomes of the program that is being accredited.

In line with this, Faculty of Institute of Aeronautical Engineering, Hyderabad has taken a lead in incorporating philosophy of outcome based education in the process of problem solving and career development. So, all students of the institute should understand the depth and approach of course to be taught through this question bank, which will enhance learner's learning process.

ASSIGNMENT-I

S. No	Question	Blooms Taxonomy Level	Course Outcome
UNIT-I			
1	Explain the legal provisions relating to compensation payable to an employee	Remember	1
2	Explain the role of individual and group reward systems in an organization. What is the recent trend in reward management	Understand	2
3	Discuss the various components of compensation structure. Give an account of various factors to be taken into consideration for determining compensation structure	Understand	2
4	Write a note on Payroll Administration. Components of Executive Remuneration.	Remember	1
5	Describe the flow of work how is the job structure aligned with the organization business the work flow and its objectives.	Analyze	2
UNIT – II			
1	Distinguish between the process used to design and administer a person-based and job-based approach.	Understand	4
2	Explain the various components of salaries and wages.	Understand	4
3	What is the critical advantage of quantitative approaches over conventional approaches to job analysis?	Apply	6
4	What are the advantages and disadvantages of using more than one job evaluation plan in any single organization	Evaluate	6
5	Discuss about determining an internal aligned job structure in an organization.	Evaluate	4
UNIT – III			
1	Explain various social security measures to protect employee interest in India.	Evaluate	4
2	Describe how a benefits program might increase worker attraction	Evaluate	4

	retention and motivation		
3	Explain the statutory and non statutory welfare programs to promote welfare of employees	Understand	8
4	How should a group incentive scheme be designed for a team? Explain the process	Understand	7
5	Describe how a benefits program might increase worker attraction, retention and motivation	Evaluate	7

ASSIGNMENT-II

S. No	Question	Blooms Taxonomy Level	Course Outcome
UNIT – III			
1	Discuss various factors to be considered while designing sound incentive Scheme.	Analyze	7
2	Explain 180 degree performance appraisal system and 360 degree performance appraisal system.	Apply	8
3	Discuss the statutory provisions for retirement benefits and the extent of their coverage	Understand	7
4	What are the main features and trends and issues concerning employer provided medical care and social security provisions in India.	Understand	7
5	Distinguish between incentives and fringe benefits.	Evaluate	8
UNIT – IV			
1	Discuss the factors that influence internal pay structure based on your own experience which once do you think are the most important why	Apply	9
2	Explain about performance based pay.	Analyze	9
3	Discuss about managerial remuneration pay system in the company or industry.	Analyse	9
4	Write about international pay system and its components of international compensation.	Analyse	9
5	Discuss about a group incentives plan and individual plan incentives in the organization.	Analyse	9
UNIT – V			
1	Write the difference between profit sharing and gain sharing and its disadvantages.	Evaluate	11
2	Which competitive pay policy would you recommend to an employer why does it depend on circumstances faced by the employer which ones?	apply	10
3	Explain the role of individual and group reward systems in an organization. What is the recent trend in reward management		
4	Write about total reward system besides money other rewards influence behaviour in on organization.	Evaluate	11
5	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	Understand	11

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