



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)
Dundigal, Hyderabad-500043

COMPENSATION AND REWARD MANAGEMENT

TUTORIAL QUESTION BANK

Course Title	COMPENSATION AND REWARD MANAGEMENT				
Course Code	CMBB40				
Programme	MBA				
Semester	IV	MBA			
Course Type	Specialization				
Regulation	IARE - R18				
Course Structure	Theory			Practical	
	Lectures	Tutorials	Credits	Laboratory	Credits
	4		4	-	-
Chief Coordinator	Dr. MRS. Surya Narayana Reddy, Assistant Professor, Dept of MBA				
Course Faculty	Dr. MRS. Surya Narayana Reddy, Assistant Professor, Dept of MBA				

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:

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	Analyse different types of rewarding procedure of employees on the basis of performance.
CMBB60.04	Summarize 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.

TUTORIAL QUESTION BANK

UNIT- I				
INTRODUCTION TO COMPENSATION MANAGEMENT				
Part - A (Short Answer Questions)				
S No	QUESTIONS	Blooms Taxonomy Level	Course Outcomes	Course Learning Outcomes (CLOs)
1	Exemplify the word compensation?	Remember	CO 1	CMBB40.01
2	Enumerate the concept compensation management?	Understand	CO 1	CMBB40.01
3	Write the need of direct compensation in organisation.	Apply	CO 1	CMBB40.01
4	Discuss the meaning of indirect compensation?	Analyze	CO 1	CMBB40.01
5	Bring out the significance of compensation management.	Evaluate	CO 1	CMBB40.01
6	State the difference between salary and wages.	Remember	CO 1	CMBB40.01
7	Enumerate the principles of compensation management	Understand	CO 1	CMBB40.01
8	Highlight the need of compensation design?	Apply	CO 1	CMBB40.01
9	How compensation philosophy will help in designing the compensation.	Analyze	CO 1	CMBB40.01
10	Enumerate the characteristics of wages.	Evaluate	CO 1	CMBB40.01
11	List out any four disadvantages of incentive wage system.	Remember	CO 2	CMBB40.02
12	List out any four advantages of incentive wage system.	Understand	CO 2	CMBB40.02
13	Illustrate the components of pay structure?	Apply	CO 2	CMBB40.02
14	Examine the need of salary survey?	Analyze	CO 2	CMBB40.02
15	Compare and contrast time rate system and wage system.	Understand	CO 2	CMBB40.02
16	Demonstrate the importance of incentive wage system.	Remember	CO 2	CMBB40.02
17	Highlight the importance of piece rate system?	Understand	CO 2	CMBB40.02
18	List out any four advantages of time rate system?	Apply	CO 2	CMBB40.02
19	List out any four disadvantages of wage system?	Analyze	CO 2	CMBB40.02
20	Examine the need of reward in service sector?	Remember	CO 2	CMBB40.02
Part - B (Long Answer Questions)				
1	Highlight the importance and objectives of the compensation Management.	Understand	CO 1	CMBB40.01
2	Briefly explain the Pre-requisites for effective compensation Management in this modern era.	Apply	CO 1	CMBB40.01
3	Demonstrate various challenges have to be faced in compensation management by the HR manager. Discuss.	Analyze	CO 1	CMBB40.01
4	Elucidate the word compensation. Explain the nature and purpose of compensation management.	Evaluate	CO 1	CMBB40.01
5	List out the principles and components of compensation system.	Remember	CO 1	CMBB40.01
6	Differentiate the terms reward and compensation. And also write the different types of compensation.	Understand	CO 1	CMBB40.01
7	Explain the various methods of fixing wages and salaries in an organization.	Apply	CO 1	CMBB40.01
8	Describe factors affecting wage concept of pay of pperformance.	Analyze	CO 1	CMBB40.01
9	Narrate base compensation and supplementary compensation. What is the difference between the two?	Evaluate	CO 1	CMBB40.01
10	Enumerate the concept of compensation. What are the factors affect compensation of employees in industrial organization.	Remember	CO 1	CMBB40.01
11	List out principles which are to be followed for effective compensation Management.	Understand	CO 2	CMBB40.02
12	Briefly discuss the types of supplementary compensation used in industry to motivate the employees.	Apply	CO 2	CMBB40.02
13	Explore the factors taken into consideration in determining compensation philosophies?	Analyze	CO 2	CMBB40.02
14	State, why an effective compensation policy and programme is important functions of management?	Understand	CO 2	CMBB40.02
15	List out the management responsibilities regarding the compensation management programme?	Understand	CO 2	CMBB40.02
16	Examine the role of wage supplements in the compensation policy and programme of an organisation?	Apply	CO 2	CMBB40.02

17	Justify the statement “Are wages determined only on the basis of demand and supply of labour”.	Analyze	CO 2	CMBB40.02
18	Do wage theories prove relevant and useful for policy formulation either at the micro and macro level?	Evaluate	CO 2	CMBB40.02
19	Highlight the public policy considerations in wage policies? State the practical difficulties, if any, translating the lofty ideals into action.	Remember	CO 2	CMBB40.02
20	Briefly discuss the types of supplementary compensation used in industry to motivate the employees.	Understand	CO 2	CMBB40.02

Critical Thinking questions

1	Enumerate the principal objective of wage and salary administration? What factors should be taken while deciding executive compensation.	Understand	CO 1	CMBB40.01
2	“Time and piece rate systems are like double edged weapon, if not adopted properly they do more of harm than good.”	Apply	CO 2	CMBB40.02
3	One expert argues that external equity should always be the primary concern in compensation, nothing that it attracts the best employees and prevent the top performers from leaving. Do you agree? Why?	Analyze	CO 1	CMBB40.01
4	“Non-financial incentives are as strong motivators as financial ones”. Critically examine this statement and bring out the role of financial and non-financial motivators.	Evaluate	CO 2	CMBB40.02
5	Since employees may differ in terms of their job performance, would it not be more feasible to determine the wage rate for each employee on the basis of his or her relative worth to the organization? Explain.	Remember	CO 1	CMBB40.01
6	Describe the importance of variable compensation in light of its ability to motivate employees and enhance organizational productivity.	Understand	CO 2	CMBB40.02
7	Describe the role of compensation and rewards in modern organisations? What are the advantages of fair compensation system?	Apply	CO 1	CMBB40.01
8	Summarize the need for designing of compensation policy. What is the importance of compensation system in business organisations?	Analyze	CO 2	CMBB40.02
9	What do you mean by compensation structure? What are the components of modern compensation structure?	Evaluate	CO 1	CMBB40.01
10	“Motivation is the core of management”. Discuss what can be done to motivate the staff in an industrial organisation?	Remember	CO 2	CMBB40.02

UNIT-II

WAGE AND SALARY ADMINISTRATION

Part – A (Short Answer Questions)

1	Exemplify the word job analysis?	Understand	CO 3	CMBB40.03
2	How Job description will help to select a job for a candidate.	Apply	CO 3	CMBB40.03
3	Describe the meaning of Job specification?	Analyze	CO 3	CMBB40.03
4	State the difference between job engineering and job enlargement?	Evaluate	CO 4	CMBB40.04
5	Classify the purpose of job enlargement?	Remember	CO 3	CMBB40.03
6	Highlight the need of job enrichment in organization?	Understand	CO 4	CMBB40.04
7	Highlight the importance of job evaluation?	Apply	CO 3	CMBB40.03
8	Write the purpose of wage fund theory?	Analyze	CO 4	CMBB40.04
9	State the difference between marginal productive theory and wage fund theory?	Evaluate	CO 3	CMBB40.03
10	List out the safety needs?	Remember	CO 3	CMBB40.03
11	Write the formula of V-rooms expectancy theory?	Understand	CO 3	CMBB40.03
12	List out the hygiene factors in Herzberg theory of motivation?	Apply	CO 3	CMBB40.03
13	Write any two objectives of Job evaluation?	Analyze	CO 3	CMBB40.03
14	Write the meaning of grading system in job evaluation?	Evaluate	CO 4	CMBB40.04
15	Highlight the purpose of ranking method in job evaluation?	Understand	CO 3	CMBB40.03
16	List out the advantages of factor comparison method?	Apply	CO 4	CMBB40.04
17	Exemplify the word motivation?	Understand	CO 3	CMBB40.03
18	List out the limitations of job evaluation?	Apply	CO 4	CMBB40.04
19	Narrate the need of pay commission?	Analyze	CO 3	CMBB40.03
20	Enlist the role of word wage board in wage fixation?	Evaluate	CO 3	CMBB40.03

Long answer questions

1	Why the job evaluation is important for compensation management? What are the methods of job evaluation?	Understand	CO 3	CMBB40.03
2	Since employees may differ in terms of their job performance, would it not be	Apply	CO 4	CMBB40.04

	more feasible to determine the wage rate for each employee on the basis of his or her relative worth to the organization? Explain.			
3	Describe the use of job evaluation in practice. Why there is such a difference between theory and practice?	Analyze	CO 3	CMBB40.03
4	“If we pay predominantly for jobs rather than people, how can we reward the truly exceptional performing employee?”. Explain.	Evaluate	CO 3	CMBB40.03
5	List out the various methods of fixing wages and salaries in an organization.	Remember	CO 3	CMBB40.03
6	“The wage boards have a long history in the Indian industrial relations system “Discuss its objectives, structure and functions.	Understand	CO 3	CMBB40.03
7	Critically examine the pay commission role in fixation of employees compensation over the period.	Apply	CO 3	CMBB40.03
8	Why the job evaluation is important for compensation management? What are the methods of job evaluation?	Analyze	CO 3	CMBB40.03
9	Since employees may differ in terms of their job performance, would it not be more feasible to determine the wage rate for each employee on the basis of his or her relative worth to the organization? Explain.	Evaluate	CO 3	CMBB40.03
10	Describe the use of job evaluation in practice. Why there is such a difference between theory and practice?	Remember	CO 4	CMBB40.04
11	“If we pay predominantly for jobs rather than people, how can we reward the truly exceptional performing employee?”. Interpret the statement.	Understand	CO 3	CMBB40.03
12	Classify various methods of fixing wages and salaries in an organization?	Apply	CO 4	CMBB40
13	Determine the institutional mechanism for wage determination. Examine their pros and cons.	Analyze	CO 3	CMBB40.03
14	Bring out the principles and objectives of wage and salary administration . Explain nature and scope.	Evaluate	CO 3	CMBB40.03
15	Highlight the word job evaluation? Explain the objectives of job evaluation. How do you prepare the ground for evaluating Jobs?	Understand	CO 3	CMBB40.03
16	Determine the institutional mechanism for wage determination. Examine their pros and cons.	Apply	CO 3	CMBB40.03
17	How to design pay structure? Explain the different types of pay structures in India.	Analyze	CO 3	CMBB40.03
18	Summarize the rationale for job evaluation? Discuss the various methods of job evaluation.	Evaluate	CO 3	CMBB40.03
19	Demonstrate the difference between pay commission and wage boards? Give any one example.	Remember	CO 3	CMBB40.03
20	Distinguish the relative merits and demerits of different methods of Wage determination?	Understand	CO 4	CMBB40.04
Part - C (Problem Solving and Critical Thinking Questions)				
1	Enumerate the institutional mechanism of wage and salary fixation in industrial sector in India. Any system of wage fixation must be judged by how it works in practice. Discuss.	Understand	CO 3	CMBB40.03
2	Distinguish the various components of compensation structure. Give an account of various factors to be taken into consideration for determining Compensation structure.	Apply	CO 4	CMBB40.04
3	Name down the various methods of systems of job evaluation? Also write advantages and disadvantages of each one.	Analyze	CO 3	CMBB40.03
4	“Comparison of two different industry doesn’t help in wage fixation any way “. Are you justified? if yes then, why? If no, then why not?	Evaluate	CO 4	CMBB40.04
5	Is the employer bound to pay minimum wage irrespective of its financial capacity to pay?	Remember	CO 3	CMBB40.03
6	Enumerate the statement “capacity to pay on Industry -cum-region-basis?	Understand	CO 4	CMBB40.04
7	How can you as a manager ensure that job evaluation or skill-competency based plans support a customer centered strategy. Explain.	Apply	CO 3	CMBB40.03
8	Which factor do you consider while developing new compensation packages? And salary slabs? Narrate the statement.	Analyze	CO 4	CMBB40.04
9	List out the considerations for compensation policy at macro and micro level? What are the practical difficulties in translating these policies into action?	Evaluate	CO 3	CMBB40.03
10	Why there are different approaches to job evaluation think of several employers in on organization. Elucidate the statement.	Remember	CO 4	CMBB40.04

UNIT -III

CONCEPTS EMPLOYEE BENEFITS

Part - A (Short Answer Questions)

1	State the difference between pay and allowances?	Understand	CO 5	CMBB40.05
2	Exemplify the word wage?	Apply	CO 5	CMBB40.05
3	When will companies will give by bonus to employees.	Analyze	CO 6	CMBB40.06
4	Enumerate the term' profit sharing in wage theory?	Evaluate	CO 5	CMBB40.05
5	State the difference between salary and wages?	Remember	CO 6	CMBB40.06
6	List out the factors will influence the organizational climate?	Understand	CO 6	CMBB40.06
7	Differentiate the term job security and job participation.	Apply	CO 6	CMBB40.06
8	Explain the meaning of job participation?	Analyze	CO 6	CMBB40.06
9	Define the word employee empowerment?	Evaluate	CO 5	CMBB40.05
10	Under what circumstances companies will give incentives.	Remember	CO 5	CMBB40.05

11	List out any group incentive plans in wage concept?	Apply	CO 5	CMBB40.05
12	Describe the importance of time-based incentive?	Analyze	CO 6	CMBB40.06
13	List out the merits of Halsey's plan.	Evaluate	CO 5	CMBB40.05
14	Write the formula of Rowan's plan.	Understand	CO 6	CMBB40.06
15	List out the advantages of Rowan's plan.	Apply	CO 6	CMBB40.06
16	Highlight the advantages of Taylor's differential piece rate plan?	Analyze	CO 6	CMBB40.06
17	List out the merits of merrick's multiple piece rate system plan.	Evaluate	CO 6	CMBB40.06
18	Simplify the meaning of output-based incentive plan?	Remember	CO 5	CMBB40.05
19	Write any four advantage of profit sharing?	Understand	CO 5	CMBB40.05
20	Illustrate the need of fringe benefits in organization?	Apply	CO 5	CMBB40.05

Part – B (Long Answer Questions)

1	Elucidate the term incentive plan? What are the different types of incentive plans?	Understand	CO 5	CMBB40.05
2	Highlight the concept of executive incentives and discuss different types of incentives offered to executives.	Apply	CO 5	CMBB40.05
3	Summarize the importance of fringe benefits or employee benefits and services as a component of wages or salaries. How are they justified by the government, employers and employees?	Analyze	CO 6	CMBB40.06
4	Simplify the meaning of fringe benefits? Explain the need for fringe benefits. Describe the various types of fringe benefits offered to employees in India.	Evaluate	CO 6	CMBB40.06
5	During the last couple of years, the cost of benefits has risen faster than wages and salaries in India. How do you explain that trend?	Remember	CO 6	CMBB40.06
6	An organization could not attract competent employees today without a competitive benefit programme. Do you agree or disagree? Discuss.	Understand	CO 5	CMBB40.05
7	You are a small business owner wishing to establish a benefits programme for your employees. What things you consider to ensure that the programme is a success for your employees?	Apply	CO 5	CMBB40.05
8	List out the problems faced by a manager while designing a benefit for the employees?	Analyze	CO 6	CMBB40.06
9	Categorize the benefits and services are most important to today's increasingly diverse workforce? Why?	Evaluate	CO 6	CMBB40.06
10	During the last couple of years, the cost of benefits has risen faster than wages and salaries in India. How do you explain that trend?	Remember	CO 6	CMBB40.06

11	How can employers make employees realise that benefits and services must be earned. Explain.	Understand	CO 5	CMBB40.05
12	Why is it necessary for an organization to appraise performance formally? Describe some situations in which an organization would be wise if it did not appraise performance formally.	Apply	CO 6	CMBB40.06
13	Why is performance managing important in the performance management process?	Analyze	CO 6	CMBB40.06
14	Performance managing aids the achievement of performance planning. Critically examine this statement.	Evaluate	CO 6	CMBB40.06
15	Is appraising potential more difficult than appraising performance? Critically examine and discuss the issue	Remember	CO 5	CMBB40.05

16	Develop a set of critical incidents covering the classroom performance of the teacher you like the most.	Understand	CO 5	CMBB40.05
17	Design a performance monitoring process with built in mentoring programme for your organization	Apply	CO 6	CMBB40.06
18	Describe the objectives and importance of performance managing with suitable examples.	Analyze	CO 6	CMBB40.06
19	Why do different organization have different performance management system, although the principle of performance management is same everywhere?	Evaluate	CO 6	CMBB40.06
20	Highlight the importance of incentive plan? What are the different types of incentive plans?	Remember	CO 5	CMBB40.05

Part – C (Problem Solving and Critical Thinking)

1	How performance appraisal differs from potential appraisal, performance management, job evaluation and merit rating?	Understand	CO 5	CMBB40.05
2	Express the essence of performance appraisal for development of employees as greatest resources of an organization.	Apply	CO 6	CMBB40.06
3	Highlight the criteria for identification of appraiser and identify the required skills of an effective appraiser?	Analyze	CO 5	CMBB40.05
4	Develop a systems approach to performance appraisal that combines a group of appraisers, various times for appraisal and variety of instruments. Identify when each element would be best suited for specific need.	Evaluate	CO 6	CMBB40.06
5	Describe various approaches for setting standards that provide the foundation of performance incentive programs.	Remember	CO 5	CMBB40.05

06	How performance appraisal differs from potential appraisal, performance management, job evaluation and merit rating?	Apply	CO 5	CMBB40.05
07	Distinguish between individual incentive plans with group incentive plan and explain with suitable model of each type.	Analyze	CO 6	CMBB40.06
08	Discuss various allowances and fringe benefits paid to industrial employees as an integral part of their compensation package. Give examples	Evaluate	CO 5	CMBB40.05
09	List out the well-known wage incentive systems? When incentive schemes are applied in a particular undertaking, the interests of employers and workers may be seriously affected if provision is not made for suitable safeguards. Discuss.	Remember	CO 6	CMBB40.06
10	Evaluate the various individual and group reward systems in an organization. Critically examine the emerging trend in reward system.	Understand	CO 5	CMBB40.05

MODULE -IV

PERFORMANCE BASED PAY

Part – A (Short Answer Questions)

1	Exemplify the concept of the word pay for performance?	Understand	CO 8	CMBB40.08
2	Describe the features of executive compensation?	Apply	CO 8	CMBB40.08
3	What do you mean by salary?	Analyze	CO 7	CMBB40.07
4	When will the company's give bonus to employees?	Evaluate	CO 7	CMBB40.07
5	List out the benefits of perks to employees.	Remember	CO 8	CMBB40.08
6	State the difference between performance appraisal and performance management.	Understand	CO 7	CMBB40.07
7	When will company's need performance appraisal for their employees.	Apply	CO 7	CMBB40.07
8	Demonstrate the concept of performance management.	Analyze	CO 8	CMBB40.08
9	List out nay four health benefits in organization?	Evaluate	CO 8	CMBB40.08
10	Write any four advantages of performance appraisal.	Remember	CO 8	CMBB40.08
11	Explore the any four fringe benefits?	Understand	CO 8	CMBB40.08
12	List out the components of executive compensation?	Understand	CO 8	CMBB40.08
13	Give any four examples of incentives.	Apply	CO 7	CMBB40.07
14	Summarize any four disadvantages of performance appraisal.	Analyze	CO 7	CMBB40.07
15	Elaborate the word HRA?	Evaluate	CO 8	CMBB40.08
16	Elaborate the word DA?	Remember	CO 7	CMBB40.07
17	Define the word perks?	Understand	CO 7	CMBB40.07
18	Give any four examples of long-term incentives?	Apply	CO 8	CMBB40.08
19	Elaborate the word CCA?	Analyze	CO 8	CMBB40.08
20	What do you mean by performance contingent pay?	Evaluate	CO 8	CMBB40.08

Part – B (Long Answer Questions)				
1	Enumerate the bases for traditional pay system and modern pay system. How are pay plans established?	Understand	CO 8	CMBB40.08
2	How does an organisation align compensation strategy with its HR strategy and business strategy?	Apply	CO 7	CMBB40.07
3	Exemplify the word Executive Compensation? Explain the Factors Affecting Executive Compensation.	Analyze	CO 7	CMBB40.07
4	What do you understand by Performance monitoring? How does Performance monitoring differ from supervision? What are the principles of monitoring?	Evaluate	CO 8	CMBB40.08
5	Exemplify the purpose of performance appraisal system? What is the role of performance appraising system in promoting the organizational effectiveness?	Remember	CO 7	CMBB40.07
6	Write an essay on executive compensation packages offered to executive and list their advantages and disadvantages.	Understand	CO 7	CMBB40.07
7	‘Several modern and traditional methods of performance appraisal are used for appraising an employee’s performance’. Explain any three methods of performance appraisal.	Apply	CO 7	CMBB40.07
8	Highlight the meaning of compensation for Special Groups? What are the components of executive compensation package? Give reasons for high executive compensation.	Analyze	CO 8	CMBB40.08
9	Give an account of the various types of wage differentials. They are necessary both in the interests of efficiency and in the interests of justice. Discuss.	Evaluate	CO 8	CMBB40.08
10	Enumerate the characteristics of managerial compensation? what type of compensation system normally motivate the executives?	Remember	CO 8	CMBB40.08
11	List out the various ways in which performance can be linked to reward system?	Understand	CO 8	CMBB40.08
12	In a designing a performance -linked reward system, what considerations will you take into action?	Apply	CO 7	CMBB40.07
13	List various steps involved in designing a performance linked reward system? Give an example.	Analyze	CO 7	CMBB40.07
14	Examine the current issues and trends in linking performance with reward system.	Evaluate	CO 8	CMBB40.08
15	Summarize the key issues in linking pay with performance of the employees in on organization.	Understand	CO 7	CMBB40.07
16	List out the critical issues in designing and implementing pay-for-performance systems?	Apply	CO 7	CMBB40.07
17	How can performance-based pay increase employee performance and productivity?	Analyze	CO 7	CMBB40.08
18	Imagine that you are starting a food business. Prepare a compensation plan to your employees	Evaluate	CO 8	CMBB40.08
Part – C (Problem Solving and Critical Thinking)				
1	Arrival of Multinational Companies into India has a strong influence on remuneration to executives in Indian Organizations. Substantiate.	Understand	CO 7	CMBB40.07
2	Highlight the role of performance monitoring in improving the employee performance.	Apply	CO 8	CMBB40.08
3	Demonstrate various types of performance-linked ward schemes. Critically analyze the steps in designing a performance linked reward scheme.	Analyze	CO 7	CMBB40.07
4	Narrate the key considerations in the design of employee benefits program also reflects on the emerging trends developments in employment benefits?	Evaluate	CO 8	CMBB40.08
5	Discuss about other social security benefits of employee in on company or industry	Remember	CO 7	CMBB40.07
6	“Is compensation and reward will influence the employee performance” Comment on the statement	Understand	CO 8	CMBB40.08
7	“List out the potential sources of input an employee performance in modern days “. Explain	Apply	CO 7	CMBB40.07
8	If you are HR Manager of a retail organization which type of compensation strategy will you prefer among the following. i. Pay based on position ii. Pay based on person and iii. Pay based on performance.	Analyze	CO 8	CMBB40.08

9	“In this era of talent wars, compensation structures have lost their utility” evaluate the statement with examples to justify your answer.	Evaluate	CO 7	CMBB40.07
10	Distinguish between fixed pay performance and pay performance. If performance pay is better, justify your answer.	Remember	CO 8	CMBB40.08

MODULE - V

COMPENSATION STRATEGIES

Part - A (Short Answer Questions)

1	State the difference between reward and award?	Understand	CO 10	CMBB40.10
2	Mention any two ways of employee recognition?	Apply	CO 10	CMBB40.10
3	Highlight the importance of variable pay in compensation.	Analyze	CO 9	CMBB40.09
4	Define the word stock options?	Evaluate	CO 10	CMBB40.10
5	Illustrate the salient features of “team work”?	Remember	CO 10	CMBB40.10
6	State the advantages and disadvantages of team rewards?	Understand	CO 9	CMBB40.09
7	List out non-financial rewards in Indian organizations.	Apply	CO 10	CMBB40.10
8	Describe the factors affecting compensation.	Analyze	CO 9	CMBB40.09
9	Briefly explain about compensation strategy	Evaluate	CO 9	CMBB40.09
10	List out the advantages of team work?	Remember	CO 10	CMBB40.10
11	State any four social security laws in India.	Understand	CO 10	CMBB40.10
12	Classify the difference between executive compensation and worker compensation.	Apply	CO 10	CMBB40.10
13	Narrate the best ways to develop pay systems in new millennium?	Analyze	CO 9	CMBB40.09
14	List out the disadvantages of team work.	Evaluate	CO 10	CMBB40.10
15	Demonstrate the various allowances and pension schemes.	Understand	CO 10	CMBB40.10
16	Distinguish between incentives and fringe benefits.	Apply	CO 9	CMBB40.09
17	List any two objectives of reward strategy.	Analyze	CO 10	CMBB40.10
18	Describe the aim of reward strategy in organizations.	Evaluate	CO 9	CMBB40.09
19	Summarize the purpose of fringe benefits in organizations.	Remember	CO 9	CMBB40.09
20	List out any four items of financial and non-financial benefits in organizations?	Understand	CO 9	CMBB40.09

Part - B (Long Answer Questions)

1	Enumerate the various advantages and disadvantages of compensation approaches such as skill – based pay and competency – based pay? How can you overcome the disadvantages	Understand	CO 9	CMBB40.09
2	Exemplify the word compensation. What are the various aspects to be looked into while designing a compensation system for an organization?	Apply	CO 9	CMBB40.09
3	Classify the various statutory and non – statutory welfare measures that are needed to be taken up by successful organizations	Analyze	CO 9	CMBB40.09
4	“Throw light upon the new trends in compensation management globally”. Elaborate the statement.	Evaluate	CO 10	CMBB40.10
5	List out the factors influencing compensation in the modern organizations.	Remember	CO 10	CMBB40.10
6	Classify various methods of compensation strategies adopted in the organizations in India.	Understand	CO 10	CMBB40.10
7	Exemplify compensation strategy? Explain how to develop and implement reward strategy.	Apply	CO 10	CMBB40.10
8	Enumerate in detail about strategic perceive of strategic compensation planning?	Analyze	CO 10	CMBB40.10
9	“Salary is the fixed amount of compensation which is paid for the performance of an employee. Wage is the variable amount of compensation which is paid on the basis of hours spent in finishing a certain amount of work. “Explain.	Evaluate	CO 10	CMBB40.10
10	List out the various components of a compensation structure. What are the factors that are usually taken into consideration in determining compensation structure?	Remember	CO 9	CMBB40.09
11	The industrial wage structure in India consists of various components such as a basic wage, a dearness allowance, annual statutory bonus and a host of incentives and fringe benefits. Discuss.	Understand	CO 9	CMBB40.09
12	If you are a HR manager how to develop and implement a total reward strategy?	Apply	CO 9	CMBB40.09
13	Describe Compensation Strategy? How to develop an effective compensation strategy?	Analyze	CO 10	CMBB40.10

14	List out the key essential of effective compensation strategy in today's modern business world.	Evaluate	CO 10	CMBB40.10
15	“The compensation strategy sets a clear guidance for the key remuneration principles of the company “. Comment on the statement.	Understand	CO 10	CMBB40.10
16	How do you manage reward system & What is the role of HR manager in managing the reward system?	Apply	CO 10	CMBB40.10
17	Exemplify international compensation? What kind of strategies are important for international compensation?	Analyze	CO 10	CMBB40.10
Part – C (Problem Solving and Critical Thinking)				
1	Arrival of Multinational Companies into India has a strong influence on remuneration to executives in Indian Organizations. Substantiate.	Remember	CO 9	CMBB40.09
2	Evaluate about compensation strategy for special group's supervisors and subordinates in an organization.	Understand	CO 10	CMBB40.10
3	Elucidate the differential between the salary of top executives and the lowest paid workers in the same country is quite small in Japan, at least in comparison to the United States.	Apply	CO 9	CMBB40.09
4	Discuss the external alignment an important policy in a strategic perspective of compensation.	Analyze	CO 10	CMBB40.10
5	Interpret the factors that influence external pay structure based on your own experience which once do you think are the most important why.	Evaluate	CO 9	CMBB40.09
6	List out the advantages and disadvantages of supporting team work and individual work of the employees.	Remember	CO 10	CMBB40.10
7	“Non-financial incentives are as strong motivators as financial ones”. Critically examine this statement and bring out the role of financial and non-financial motivators.	Understand	CO 9	CMBB40.09
8	You are the manager of 10 people in a large organization all of them become very suspicious and upset when they receive a memo from the HR department saying their jobs are going to be evaluated how do you try to reassure them.	Apply	CO 10	CMBB40.10
9	‘Compensation differs depending on several factors, both intra and inter industry.’ In the light of this statement explain both inter and intra industry compensation differentials	Analyze	CO 9	CMBB40.09
10	Suppose your organization recently completed compensation survey showed that pay rates of several jobs were either less than what they should be. How do you bring these jobs “into line”?	Evaluate	CO 10	CMBB40.10

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