



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad - 500 043

MASTER OF BUSINESS ADMINISTRATION TUTORIAL QUESTION BANK

Course Name	:	COMPENSATION AND REWARD MANAGEMENT
Course Code	:	CMB422
Class	:	M.B.A IV Semester
Branch	:	M.B.A
Academic Year	:	2017– 2018
Course Coordinator	:	Mrs.K.MAMATHA, Assistant Professor, MBA
Course Faculty	:	Mrs.K.MAMATHA, Assistant Professor, MBA

COURSE OBJECTIVES (COs):

The course should enable the students to:

I	Understand compensation and reward system, wage and salary administration.
II	Provide useful information about the latest thinking and developments.
III	Focus on the practice of compensation management.
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 LEARNING OUTCOMES (CLOs):

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

S. No	Description
CMB422.1	Understand the meaning, definitions, features and importance of compensation and reward management.
CMB422.2	Recognize the importance of compensation and steps in reward management.
CMB422.3	Analyze different types of rewarding procedure of employees on the basis of performance.
CMB422.4	Understand some similarities and differences between financial and non financial benefits of the employees.
CMB422.5	Know about the international nature of compensation and compensation process.
CMB422.6	Identify the differences between job analysis and job design.
CMB422.7	Analyze the pay model structure Architecture and its components with the help of a diagram.
CMB422.8	Illustrate the opportunities provided by the organization and organizational benefits to the employees.
CMB422.9	Access the role and support of compensation in case of applications, Real estate business, Insurance sector Jobs and employment sites.

CMB422.10	Understand the functional requirements for the employee benefits and services.
CMB422.11	Demonstrate the important in compensation and reward management.
CMB422.12	Familiarize the compensation structure and advantages of CRM in economics.
CMB422.13	Understand the requirement metrics of Electronic Payment System and Payment Systems.
CMB422.14	Identify the benefits of managerial remuneration as per pay commission and steps involved in Planning.
CMB422.15	Recognize the worth and value of employees' knowledge and skill in case of compensation package.

TUTORIAL QUESTION BANK

S.No	QUESTION	Blooms Taxonomy Level	Course Learning Outcomes (CLOs)
UNIT-I			
INTRODUCTION TO COMPENSATION MANAGEMENT			
PART-A(SHORT ANSWER QUESTIONS)			
1	What are the Key determinants of Compensation Plan?	Remember	CAEC002.01
2	Explain about compensation management and its scope and nature.	Understand	CAEC002.01
3	Write the difference between stockholders and share holders.	Understand	CAEC002.01
4	Briefly explain about cash compensation base structure process.	Remember	CAEC002.01
5	Discuss about allowances and relational returns from work in on organization.	Understand	CAEC002.01
6	Discuss about compensation objectives.	Remember	CAEC002.01
7	Explain about developing a total compensation strategy.	Understand	CAEC002.01
8	What are the four policy issues in the pay model what purposes do the objectives in the pay model serve.	Remember	CAEC002.01
9	Define map a total compensation strategy	Understand	CAEC002.01
10	Explain about strategic choices in designing internal structures of organization.	Remember	CAEC002.01
11	Why is internal alignment an important policy in a strategic perspective of compensation?	Understand	CAEC002.01
12	Explain the legal provisions relating to compensation payable to an employee.	Remember	CAEC002.01
13	Discuss the key economic and behavioral issues propounded by the wage theorists.	Understand	CAEC002.01
14	Critically examine various methods of job evaluation?	Remember	CAEC002.01
15	Distinguish between task data and behavioral data.	Remember	CAEC002.01
PART-B (LONG ANSWER QUESTIONS)			
1	Explain the role of individual and group reward systems in an organization. What is the recent trend in reward management?	Understand	CAEC002.01
2	Discuss the various components of compensation structure. Give an account of various factors to be taken into consideration for determining compensation structure.	Remember	CAEC002.01
3	Attempt the following questions: (a) What are the various methods for fixation and revision of minimum	Understand	CAEC002.01

S.No	QUESTION	Blooms Taxonomy Level	Course Learning Outcomes (CLOs)
	wages under the Minimum Wages Act, 1948?		
4	What are the salient features of the Employees' Provident Fund Scheme under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952?	Remember	CAEC002.01
5	What are the considerations for compensation policy at macro and micro level? What are the practical difficulties in translating these policies into action?	Understand	CAEC002.01
6	write short notes on any three:(a) Wage survey(b) Relating pay to competencies(c) Fringe benefits (d) Executive compensation(e) VRS	Remember	CAEC002.01
7	Write a note on. Payroll Administration. Components of Executive Remuneration.	Understand	CAEC002.01
8	Arrival of Multinational Companies into India has a strong influence on remuneration to executives in Indian Organizations. Substantiate	Understand	CAEC002.01
9	Review the essence of major economic theories discussed in the chapter and discuss their contemporary relevance for wage determination	Remember	CAEC002.01
10	How do differing perspectives affect our views of compensation	Remember	
11	What is definition of compensation which meaning of compensation seems most appropriate from an employee's view return or entitlement? Compare your ideas with someone with more experience someone from another country.	Understand	CAEC002.01
12	What is the network of returns that your collage offers your instructor what returns do you believe make a difference in teaching effectiveness what returns would you change or add to increase the teaching effectiveness.	Remember	CAEC002.01
13	What are the four policy issues in the pay model what purpose do the objectives in the pay model serve?	Understand	CAEC002.01
14	List all the forms of pay you receive from work compare your list to someone else list explain any differences.	Remember	CAEC002.01
15	Answer the three questions in caveat emptor for any study or business article that tells you how to pay people.	Understand	CAEC002.01
16	Discuss the factors that influence internal pay structures based on your own experience which ones do you think are the most important Why?	Analyze	CAEC002.01
17	Describe the flow of work how is the job structure aligned with the organization business the work flow and its objectives.	Define	CAEC002.01
18	What is the just wage doctrine can you think of any present day applications.	Remember	CAEC002.01
19	What does job analysis have to do with internal alignment?	Discuss	CAEC002.01
UNIT-II			
WAGE AND SALARY ADMINISTRATION			
PART-A(SHORT ANSWER QUESTIONS)			
1	How does job analysis influence wage determination process ?	Remember	CAEC002.06
2	Describe the major decisions involved in the job analysis	Understand	CAEC002.06
3	Explain about compensable factors.	Remember	CAEC002.05
4	What should be the basis for wage differential?	Remember	CAEC002.02
5	What are the contemporary issues in wages	Understand	CAEC002.06
6	Does the minimum wages act fix minimum wages how is it fixed in on organization	Remember	CAEC002.04
7	Why does the process used in the design of the internal pay structure matter.	Understand	CAEC002.04

S.No	QUESTION	Blooms Taxonomy Level	Course Learning Outcomes (CLOs)
8	Distinguish between the process used to design and administer a person-based and job-based approach.	Understand	CAEC002.06
9	If you were managing employees compensation how would you recommend that your company evaluate the usefulness of its job evaluation or person-based plans.	Remember	CAEC002.03
10	How can you a manager ensure that job evaluation or skill-competency – based plans support a customer centered strategy	Understand	CAEC002.05
11	What methods are used to pay an employee in an organization?	Understand	CAEC002.03
12	What factor do you consider while developing new compensation packages and salary slabs?	Remember	CAEC002.03
13	Distinguish between a wage and a salary.	Remember	CAEC002.03
14	Explain the various components of salaries and wages.	Understand	CAEC002.03
PART-B(LONG ANSWER QUESTIONS)			
1	Explain the mechanism of Provident Fund and Gratuity	Remember	CAEC002.06
2	Explain the scope and objectives of labor welfare	Remember	CAEC002.06
3	Job analysis has been considered the cornerstone of human resource management precisely how does it support managers making pay decisions.	Understand	CAEC002.05
4	What is the critical advantage of quantitative approaches over conventional approaches to job analysis?	Understand	CAEC002.06
5	How would you decide whether to use job-based or person-based structures?	Remember	CAEC002.06
6	Why do many managers say that job analysis is a colossal waste of their time and the time of their employees are they right.	Understand	CAEC002.06
7	Discuss about determining an internal aligned job structure in on organization.	Remember	CAEC002.02
8	How does job evaluation translate internal alignment policies into practice?	Understand	CAEC002.04
9	Why there are different approaches to job evaluation think of several employers in on organization.	Remember	CAEC002.04
10	What are the advantages and disadvantages of using more than one job evaluation plan in any single organization?	Remember	CAEC002.06
11	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 you try to reassure them.	Understand	CAEC002.06
12	Why bother with job evaluation why not simply market price how can job evaluation link internal alignment and external market pressures.	Analyze	CAEC002.06
13	Human Resource Department plays a crucial role in Wage and Salary administration of a firm. Discuss	Remember	CAEC002.07
14	Compare and contrast between different theories of wages in on organization	Understand	CAEC002.07
15	Distinguish between global workers expatriates local national and third country nationals	Understand	CAEC002.07
UNIT-III			
CONCEPTS OF EMPLOYEE BENEFITS			
PART-A(SHORT ANSWER QUESTIONS)			
1	Discuss various statutory employee welfare programs	Remember	CAEC002.08
2	Explain various social security measures to protect employee interest in India.	Remember	CAEC002.08
3	Explain the scope and objectives Labor welfare	Understand	CAEC002.08

S.No	QUESTION	Blooms Taxonomy Level	Course Learning Outcomes (CLOs)
4	Explain the mechanism of Provident Fund and Gratuity.	Understand	CAEC002.08
5	Explain the scope and objectives of labour welfare.	Remember	CAEC002.08
6	The role of Trade Union in labour welfare is being reduced recently. Discuss.	Understand	CAEC002.08
7	Distinguish between incentives and fringe benefits.	Remember	CAEC002.08
8	Discuss the problem with incentives schemes if any	Remember	CAEC002.08
9	What are major criteria to assess the performance of employees?	Understand	CAEC002.08
1	How does appraisal help in counseling interview?	Remember	CAEC002.08
2	Discuss various shop floor incentive schemes available in India.	Remember	CAEC002.08
3	What are the new trends in social security in the wake of structural adjustment	Understand	CAEC002.08
4	What are the four iron laws of wages how do they affect union's capacity to bargain?	Understand	CAEC002.08
5	What is spillover how does it lead to underestimation of the impact unions have on wages	Remember	CAEC002.08
6	What are the approaches of management and unions towards profits-sharing and gain-sharing plans?	Understand	CAEC002.08
7	Discuss the problems with incentives schemes if any	Remember	CAEC002.08
8	Should wages be linked to performance and profits how can it be done?	Remember	CAEC002.08
9	What are the key considerations in the design of employee benefits program also reflect on the emerging trends development in employment benefits.	Remember	CAEC002.08
10	Describe how a benefits program might increase worker attraction retention and motivation	Remember	CAEC002.08
PART-B (LONG ANSWER QUESTIONS)			
1	The role of Trade Union in labour welfare is being reduced recently. Discuss.	Understand	CAEC002.08
2	Explain the statutory and non statutory welfare programs to promote welfare of employees	Remember	CAEC002.08
3	Explain the statutory and non statutory welfare programs to promote welfare of employees	Understand	CAEC002.08
4	How can piece-work system be implied for a Group Incentive program?	Remember	CAEC002.08
5	What suggestions would you give if an incentive scheme fails?	Remember	CAEC002.08
6	How should a group incentive scheme be designed for a team? Explain the process.	Understand	CAEC002.08
7	Do you think that incentives can portray any disadvantages?	Remember	CAEC002.08
8	What are the objectives of performance appraisal system?	Remember	CAEC002.08
9	What are the important components of a performance appraisal system format?	Understand	CAEC002.08
1	How is appraisal system used as a tool to chalk out employee's career progression?	Understand	CAEC002.08
2	Explain 180 degree performance appraisal system. ,360 degree performance appraisal system.	Understand	CAEC002.08
3	What can you aim to achieve through 360 degree performance appraisal system?	Understand	CAEC002.08
4	Write short notes on Fringe benefits, Idle time, Labor productivity	Understand	CAEC002.08
5	Discuss various factors to be considered while designing sound incentive Scheme.	Understand	CAEC002.08

S.No	QUESTION	Blooms Taxonomy Level	Course Learning Outcomes (CLOs)
6	Describe how a benefits program might increase worker attraction, retention and motivation	Remember	CAEC002.08
7	What are the key considerations in the design of employee benefits program also reflects on the emerging trends developments in employment benefits.	Remember	CAEC002.08
8	Discuss the statutory provisions for retirement benefits and the extent of their coverage	Remember	CAEC002.08
9	What is the scope and extent of coverage of pension and new pension scheme in India?	Remember	CAEC002.08
10	What are the main features and trends and issues concerning employer provided medical care and social security provisions in India.	Remember	CAEC002.08
UNIT-IV			
PERFORMANCE BASED PAY			
PART-A(SHORT ANSWER QUESTIONS)			
1	Explain the relationship between income, remuneration and pay	Remember	CAEC002.11
2	Discuss financial and no-financial returns as forms of pay	Understand	CAEC002.11
3	What is the best way to develop pay systems?	Remember	CAEC002.11
4	What are the benefits of a merit pay plan?	Understand	CAEC002.11
5	How would you design your remuneration strategy?	Understand	CAEC002.11
6	Do you think salary is the only motivating factor for an employee?	Remember	CAEC002.09
7	How do you plan to arrive at skill based pay?	Understand	CAEC002.09
8	What do you mean by graded pay structures?	Remember	CAEC002.09
9	Explain various allowances and pension schemes.	Understand	CAEC002.09
10	Give a detailed comparison of Indian and international pay systems.	Remember	CAEC002.09
11	Discuss about managerial remuneration pay system in the company or industry.	Understand	CAEC002.09
12	Discuss about Executives compensation plan and packages.	Remember	CAEC002.09
13	Explain about performance based pay.	Remember	CAEC002.09
14	Distinguish performance.		
PART-B(LONG ANSWER QUESTIONS)			
1	Discuss the factors that influence internal pay structure based on your own experience which once do you think are the most important why	Understand	CAEC002.09
2	Write about compensation strategy for special groups supervisors and subordinates in on organization.	Remember	CAEC002.11
3	Explain about union role in wage and salary administration.	Understand	CAEC002.13
4	Write about international pay system and its components of international compensation.	Remember	CAEC002.09
5	Discuss about competitive strategies of international compensation.	Understand	CAEC002.10
6	Define about factors affecting global compensation and benefits in on organization.	Understand	CAEC002.09
7	Write about approaches to international compensation	Remember	CAEC002.09
8	Explain about regulation of managerial remuneration process in on organization.	Remember	CAEC002.13
9	Define characteristics of compensation of special group.	Remember	CAEC002.11
10	Write about components of executive compensation process in on organization.	Understand	CAEC002.11
11	Distinguish between annual bonus plans and long term incentives plans.	Understand	CAEC002.11
12	Write 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.	Remember	CAEC002.12

S.No	QUESTION	Blooms Taxonomy Level	Course Learning Outcomes (CLOs)
13	Explain about components of an executive compensation package	Understand	CAEC002.12
14	Discuss about other social security benefits of employee in on company or industry.	Remember	CAEC002.13
15	Discuss about a group incentives plan and individual plan incentives in the organization.	Understand	CAEC002.113
UNIT-V			
COMPENSATION STRTERGIES			
PART-A(SHORT ANSWER QUESTIONS)			
1	Define Compensation and Reward System and related terms	Understand	CAEC002.14
2	Describe Fair and Non-discriminatory Compensation	Understand	CAEC002.14
3	Discuss Unfair Compensation	Understand	CAEC002.14
4	Distinguish between performance management and rewards.	Remember	CAEC002.14
5	How do you manage reward system for special group employees?	Remember	CAEC002.14
6	What are the advantages and disadvantages of team rewards?	Understand	CAEC002.14
7	List out non-financial rewards in Indian organizations.	Remember	CAEC002.14
8	Describe the factors affecting compensation.	Understand	CAEC002.14
9	Briefly explain about compensation strategy	Understand	CAEC002.15
10	Write the difference between reward and award	Remember	CAEC002.15
11	Explain designing a pay-for-performance plan	Remember	CAEC002.15
12	Write the difference between profit sharing and gain sharing and its dis advantages.	Understand	CAEC002.15
13	Discuss the difference between labor demand and labor supply.	Understand	CAEC002.15
14	What do surveys have to do with pay discrimination.	Remember	CAEC002.15
15	Which competitive pay policy would you recommend to an employer why does it depend on circumstances faced by the employer which ones.	Understand	CAEC002.15
PART-B(LONG ANSWER QUESTIONS)			
1	Review the behavioral theories discussed in the chapter and examine their implications for formulating reward strategies.	Remember	CAEC002.14
2	Explain the role of individual and group reward systems in an organization. What is the recent trend in reward management?	Remember	CAEC002.14
3	What are the fundamental principles governing performance based Compensation?	Understand	CAEC002.14
4	Define the linking organizational strategy to compensation and performance management	Understand	CAEC002.14
5	Write about total reward system besides money other rewards influence behavior in on organization.	Remember	CAEC002.14
6	Discuss specific comments about compensation motivating behavior of the employees.	Understand	CAEC002.14
7	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	CAEC002.15
8	What factors determine the relevant market for a survey why is the definition of the relevant market so important.	Remember	CAEC002.15
9	What do surveys have to do with pay discrimination?	Understand	CAEC002.14
10	Discuss the external alignment an important policy in a strategic perspective of compensation	Remember	CAEC002.15
11	Discuss the factors that influence external pay structure based on your own experience which once do you think are the most important why.	Understand	CAEC002.14
12	Write the difference between normal contribution and extra contribution of the employee.	Understand	CAEC002.14

S.No	QUESTION	Blooms Taxonomy Level	Course Learning Outcomes (CLOs)
13	Explain key issues in linking pay with performance of the employees in on organization.	Remember	CAEC002.15
14	Write the difference between dearness allowances pattern and bonus and incentives.	Understand	CAEC002.14
15	Write the advantages and dis advantages of supporting team work and individual work of the employees.	Understand	CAEC002.14

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