



PRESIDENCY UNIVERSITY, BENGALURU
SCHOOL OF MANAGEMENT

Max Marks: 100

Max Time: 180 Mins

Weightage: 40 %

Set A

COMPREHENSIVE EXAMINATION

I Semester 2016-2017

Course: MBA A 226 Compensation and Benefits

9 December 2016

Instructions:

- i. Avoid false numbering
- ii. Factors considered for evaluation: Conceptual clarity, ability to relate and draw inferences, self-analysis with reasoning and drawing conclusions and relevance of the textual contents

Part A

Answer the following

(10 Q X 2 M= 20 Marks)

1. What is compensation?
2. What is pay structure?
3. What information should be collected to perform Job Analysis?
4. Define Job Evaluation.
5. Highlight the purpose of skill-based structures?
6. What shapes external competitiveness?
7. What are the steps involved in designing a salary survey?
8. What is broad banding?
9. List some short term pay for performance plans.
10. What are the elements of expatriate compensation?

Part B

Answer the following

(8 Q X 5 M= 40 Marks)

1. Explain, using examples, the steps involved in developing a total compensation strategy.
2. Explain the strategic choices in designing internal structures?
3. Explain, using examples, the point method of conducting job evaluation?
4. How to perform competency analysis? Explain.
5. Explain the role of unions in wage and salary policies. Give examples.
6. Distinguish between Expatriates, Local Nationals and Third-country Nationals.
7. Describe the key administrative issues in setting up an employee benefit package.
8. Write short notes on any two legislations for the social security of industrial workers.

Part C

Answer the following

(2 Q X 20 M= 40 Marks)

1. Two firms in the chemical solvent industry decide to merge. Employees in the testing department of firm A have enjoyed high pay for many years. However, firm A is purchased by firm B who has a history of paying low wages. As a result, employees in firm A's testing department earn on average Rs.1 more per hour than those at firm B. Upon completion of the merger, what wage levels should prevail? Should wages be cut for those who worked for firm A? Or, should wages be increased for those in firm B? Justify your answer.
2. What are the "total returns" your college offers to your Professor? What returns do you believe make a difference in his/her teaching effectiveness? What returns do you change or add to increase the teaching effectiveness?



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Max Marks: 80

Max Time: 120 Mins

Weightage: 20 %

Set A

MID TERM EXAMINATION

I Semester 2016-2017 Course: **MBA A 226 Compensation and Benefits**

04 October 2016

Instructions:

- i. Write Legibly. Avoid false numbering
- ii. Factors considered for evaluation: Conceptual clarity, ability to relate and draw inferences, self-analysis with reasoning and drawing conclusions and relevance of the textual contents

Part A

(10Q X 2M = 20 Marks)

1. What are the four policy issues in the pay model?
2. How does an employee look at Compensation?
3. What are the benefits that an employees get?
4. What are the three test to check whether pay is a source of competitive advantage?
5. What is a best fit compensation strategy?
6. What do you mean by Internal Alignment?
7. What is equity theory?
8. What is Position Analysis Questionnaire (PAQ)?
9. How can the Job analysis information be collected?
10. What is a job description?

Part B

(6Q X 5M = 30 Marks)

1. Explain, using examples, the pay model and its purpose.
2. Explain the forms of pay an employee receives from his employer.
3. How compensation systems are tailored to three general business strategies?
4. Discuss the factors that shapes the Internal structure.
5. Explain, using examples, the Job Analysis procedure.
6. How would you decide whether to use job-based or person-based structure?

Part C

(2Q X 15M = 30 Marks)

1. Non-Financial returns like good working environment, opportunities to learn, job security and flexible work Schedule are more important that pay – Justify your line of argument with suitable examples.
2. A typical structure within a Marketing department of an Organization is Sales Executive, Sr. Sales Executive, Assistant Sales Manager, Regional Sales Manager and Director Marketing. Is this Egalitarian or Hierarchical? What added information would you need to decide? How employee behaviours do you believe the structure influences? Is it aligned?
