PRESIDENCY UNIVERSITY, BENGALURU

SCHOOL OF MANAGEMENT

MID TERM EXAMINATION

Odd Semester: 2018-19   **Date**: 27-Oct-2018

Course Code: HRM 301   **Time**: 2 Hours

Course Name: Compensation Management   **Max Marks**: 40

Branch & Sem: MBA - III SEM   **Weightage**: 20%

Instructions:
 (i)   *Write legibly and be as concise as possible.*

Part A

Answer **all** the Questions. **Each** question carries **three** marks.   (4x3 =12)

1. List the objectives of compensation.
2. Discuss the role of wage boards in determining the wages payable to the employees.
3. Demonstrate the key steps in formulating a Total Compensation Strategy
4. Identify the different types of Individual Incentive Plans.

Part B

Answer **all** the Questions. **Each** question carries **six** marks.   (2x6 =12)

5. Elucidate the need for a compensation policy in MNCs.
6. Why do companies set up ESOPs for Employees? Explain, using suitable illustrations.

Part C

Answer the Question. Question carries **sixteen** marks.   (1x16 =16)

7. A new startup food delivery technology firm (like Swiggy, Uber Eats, Food Panda and Zomato etc) is facing a huge challenge in attracting and retaining talented employees. The industry is highly competitive with few big players doing well and a lot of small players on the verge of shutting down because of numerous challenges viz. tough competition, no stable growth, food quality, peak delivery hours, lack of manpower, wavering profit margins etc. The startup firm to remain competitive is forced to differentiate themselves beyond the traditional elements of pay and bonus. The workforce today wants the best of everything – competitive salary, comfortable lifestyle, job security, career enhancement options, work-life balance et al. As a HR manager devise a total rewards strategy for the startup catering to the diverse needs of the workforce.

PRESIDENCY UNIVERSITY, BENGALURU

SCHOOL OF MANAGEMENT

END TERM FINAL EXAMINATION

Odd Semester: 2018-19   **Date**: 03-January-2018

Course Code: HRM 301   **Time**: 3 Hours

Course Name: Compensation Management   **Max Marks**: 80

Programme & SEM: MBA - III SEM   **Weightage**: 40%

Instructions:

    (i)   Write legibly and be as concise as possible.

Part A

Answer **all** the Questions. **Each** question carries **FIVE** marks.   (4Qx5M =20)

1. Identify the various miscellaneous benefits offered to employees. Give its merits.
2. Enumerate the popular perks offered to Executives.
3. Describe the approaches adopted by MNCs to provide tax relief to expatriates.
4. Highlight the salient features of managerial compensation.

Part B

Answer **all** the Questions. **Each** question carries **TEN** marks.   (3Qx10M =30)

5. Write short notes on statutory welfare provisions in India.
6. Outline the main components of executive compensation package.
7. Explain balanced sheet approach for deciding International Compensation? Give its merits and demerits.

Part C

Answer **all** the Questions. **Each** question carries **FIFTEEN** marks.   (2Qx15M =30)

8. Sue is a fifty-five year old employee of XYZ Company. Her children are out of college and her parents have both died. XYZ Company offers a child care program to all employees along with an elder care program. However, Sue, like many other employees, has no need for these services, neither now or in the future. Should the firm retain these programs? Should alternative benefits for employees who have no use for such services be offered? Analyze the factors influencing choice of benefits package.
9. Elucidate the challenges faced by MNCs in evolving an expatriate compensation package. Explain the factors influencing the elements of an expatriate compensation package with suitable illustrations.