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19

**COER University****END SEMESTER EXAMINATION, EVEN SEM 2022-23****Time****: 3 hours****Program Name : MBA****Total Marks : 100****Semester : IV****Course Name : Compensation Management and Reward System****Course Code : SOB 614****Note: All questions are compulsory. No student is allowed to leave the examination hall before the completion of the time.**

<b>Q. No 1</b>	<b>Attempt Any Four Parts. Each Question Carries 5 Marks.</b>	<b>CO</b>	<b>BL</b>
(a)	Define the importance of traditional compensation approach.	CO 1	2
(b)	Explain in detail the point method of job evaluation.	CO 1	2
(c)	Define the following terms- Minimum wage, Fair wage and Living wage.	CO 1	2
(d)	Briefly explain the Pre-requisites for effective compensation Management in this modern era.	CO 1	2
(e)	State six elements of total reward that collectively define an organization's strategy.	CO 1	2

<b>Q. No 2</b>	<b>Attempt Any Four Parts. Each Question Carries 5 Marks.</b>	<b>CO</b>	<b>BL</b>
(a)	Explain the need and objectives of fringe benefits.	CO 2	2
(b)	Discuss the various legally required benefits for an employee.	CO 2	2
(c)	How can organizations communicate job evaluation results to employees in a transparent and effective manner?	CO 2	2
(d)	Discuss the objectives and importance of Job evaluation.	CO 2	2
(e)	Discuss the process of "Job or Role Matching" with examples.	CO 2	2

<b>Q. No 3</b>	<b>Attempt Any Four Parts. Each Question Carries 5 Marks.</b>	<b>CO</b>	<b>BL</b>
(a)	Determine the mechanism for pay roll system in modern industry.	CO 3	3
(b)	Interpret, How are team incentives different from individual incentives?	CO 3	3
(c)	Define Urwick Orr Profile method of Job evaluation?	CO 3	2
(d)	Interpret the impact of fringe benefits on employee motivation and satisfaction.	CO 3	3
(e)	Design the wage board diagram, also explain its functions.	CO 3	4

<b>Q. No 4</b>	<b>Attempt Any Two Parts. Each Question Carries 10 Marks.</b>	<b>CO</b>	<b>BL</b>
(a)	Relate the term "Compensation as a Retention Strategy" with example.	CO 4	4
(b)	What are some of problems of developing a pay system based on equal pay for comparable work (e.g., women being paid less than those performed by men)?	CO 4	4
(c)	What are the benefits of competency - based pay structures? Discuss in detail.	CO 4	4

<b>Q. No 5</b>	<b>Attempt Any Two Parts. Each Question Carries 10 Marks.</b>	<b>CO</b>	<b>BL</b>
(a)	What role do cultural differences play in international compensation?	CO 5	5
(b)	What are the quantitative and non-quantitative techniques of job evaluation? Which type of technique do you adopt to evaluate the job of officer (Agriculture), Officer (large Industry), Officer (Small Industry) and economic officer in a large commercial bank?	CO 5	5
(c)	Explain Factors Influencing Choice of benefit Package on "Who Should Receive Benefits"	CO 5	5

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