

R15**Code No: 724AJ****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA IV Semester Examinations, January-2018****COMPENSATION AND REWARD MANAGEMENT****Time: 3hours****Max.Marks:75**

Note: This question paper contains two parts A and B.
Part A is compulsory which carries 25 marks. Answer all questions in Part A.
Part B consists of 5 Units. Answer any one full question from each unit. Each question carries 10 marks and may have a, b, c as sub questions.

PART - A**5 × 5 marks = 25**

1. Write a short note on:
 - a) Person-based structures. [5]
 - b) Designing Pay levels [5]
 - c) Retirement benefits [5]
 - d) ESOPs [5]
 - e) Pay matrix. [5]

PART - B**5 × 10 marks = 50**

2. Define 'job analysis' and elaborate its role in compensation management. Explain briefly the elements that constitute the job analysis process. [10]
- OR**
3. For what are the purposes job evaluation is needed? Discuss the steps involved in the process of job evaluation? [10]
4. Develop KRA for an HR Manager of an organization and identify any five important performance criteria for assessing the performance and its relation to your compensation design. [10]
- OR**
5. Define High Performance Team? Write the procedure for building up the high performance teams in the organizations. [10]
6. Discuss the role of performance appraisal in compensation and reward management. [10]
- OR**
7. Explain the role and importance of statutory and non-statutory welfare provisions in compensation and reward management. [10]
8. 'Arrival of Multinational Companies into India has a strong influence on remuneration to executives in Indian Organizations'. Substantiate. [10]
- OR**
9. Discuss the strategic issues and choices in using contingent flexible workers. [10]
10. Discuss on the latest pay commission in India and its impact on public sector employee compensation structure. [10]
- OR**
11. How are perquisites valuations done according to tax laws? Can any organization offer perquisites that are tax-free? If so, how? [10]

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