

**R15****Code No: 724AJ****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA IV Semester Examinations, December - 2019****COMPENSATION AND REWARD MANAGEMENT****Time: 3 hours****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.a) What is Job evaluation ? Discuss three basic methods of Job evaluation. [5]
- b) What do you understand by competency based compensation program? [5]
- c) Identify the purposes of performance management systems and whom they serve. [5]
- d) How for the participation of a Union be effective in administration of wage and salary in an organization? Discuss. [5]
- e) What are the vital legal issues involved in compensation of Public sector undertakings pay management in Indian context. [5]

**PART - B****5 × 10 Marks = 50**

2. What do you understand by 'Job design' and 'Job analysis'? What are the various factors which contribute for the effective and ineffective 'Job design'? [10]

**OR**

3. What do you understand by Compensation? What are the main objectives of compensation policy? Discuss the essential factors which influence in determining pay structure of an organization in brief. [10]

4. What is Broad banding? Explain how Broad banded structure relates to traditional pay grades and ranges with the help of an example and graph. [10]

**OR**

5. Discuss why executives receive significantly higher salaries than other employees in an organization. [10]

6. Explain the various steps involved in the appraisal process. [10]

**OR**

7. What is Employee safety and health? Discuss various work place health hazards, their problems and remedies available to the employer. [10]



8. What is compensation administration? What does it entail? Elaborate. [10]

**OR**

9. Read the case and answer the questions given at the end of the case.

The employees of Glen Pharmaceuticals are worried a lot with the news that the company is going to be merged with Men Pharma. All of them are worried about what would happen to their jobs and other benefits as a result of the proposed merger. There are all kinds of rumors regarding layoffs and reduction in pay and benefits. Men Pharma is a leading firm with operations spread across Asia and Europe. Glen Pharmaceuticals had a strong hold in marketing and distribution in India, and so, it is considered to be a merger of equals. Amid all the confusion, the CEO of Glen pharmaceuticals addressed the employees about the reason for the decision, and advantages to the firm if the merger is completed. He felt, as a result of the merger, the firm would be able to explore various areas of research and development. But the employees have only one question in their mind, what would be the impact of this merger on their jobs and their pay packages. To their relief CEO made it clear that a benefits team would be formed and that would be from the representatives of both the companies. He requested the employees to be patient as it would take some time to clearly decide and bring in an effective benefit plan. As per the CEO's statement a benefits team was formed. The team was headed by the VP – HR of the merged company. He stated that since it is a merger of equals, they had to develop something that would be the best for the new company, even if it is time – consuming. The team felt that the best way to go about it is to merge the best of both the company's benefit plans or create a new benefit program that would reflect the culture of the new company is trying to nurture. The head also stated that their aim is not just to design a new benefit plan, but also to make sure that all the employees are knowledgeable and comfortable about the changes in its benefit program. Before concluding the meeting, the VP – HR made it clear to the team that the people are of paramount importance to them and if the benefits program may not help in retain them, then the merger would serve no purpose.

a) The benefits team has to devise a benefit program that would satisfy the employees of both the firms. Can you suggest some steps for the benefit team to function it effectively?

b) Why they are taking more time to create a new benefit plan? What should be the action plan of the HR team? [6+4]

10. Discuss the key considerations in Public policy concerning wages/salaries in India. [10]

**OR**

11. Explain the Institutional Mechanism for Wage Determination in India. [10]

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