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**Code No: 724AJ**
**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD**
**MBA IV Semester Examinations, April/May-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) Discuss the strategies in totality of decisions. [5]
- b) Explain the concept of competitiveness. [5]
- c) Explain different activities of welfare measures. [5]
- d) Discuss the concept of International pay systems. [5]
- e) What is the role of government in computing compensation? [5]

**PART - B**
**5 × 10 marks = 50**

2. Define job analysis. Explain the process of job analysis. [10]
- OR**
3. Discuss about skill competencies in the person based structures. [10]
4. Discuss the important design issues in creating a pay for performance program. [10]
- OR**
5. Explain the concept 'pay structure'. Discuss about the present pay structure followed in Government Organizations. [10]
6. Discuss different methods of performance appraisal. [10]
- OR**
7. Your organization is spending over Rs.20,000 per employee per year on benefits. However, employees don't seem happy. The CEO has instructed you to handle these benefits things and fix them what should you do? Why? [10]
- OR**
8. Explain different Compensation Strategy for Special Groups. [10]
- OR**
9. Discuss the impact of Unions in Wage Determination. [10]
10. Explain the provisions and importance of relevant wage laws given by government? [10]
- OR**
11. What kind of proactive activities can an employee undertake to enhance the regulatory environment for making the work in organisation? [10]

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