

**R15****Code No: 724AJ****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA IV Semester Examinations, December - 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.a) Explain the Concept of Compensation. [5]
- b) Define Competitiveness. [5]
- c) Discuss the importance of Performance Appraisals. [5]
- d) Explain International pay systems with suitable example. [5]
- e) Identify the Government role in compensation. [5]

PART - B**5 × 10 marks = 50**

2. What is Job Evaluation? Explain Process and Methods of Job Evaluation? [10]
- OR**
- 3.a) What is meant by internal alignment and pay structure. [5+5]
- b) Describe the factors that shape internal structure.
4. Discuss the use of pay scales and ranges, their relationship to internal alignment and external competitiveness. [10]
- OR**
5. Explain different steps in designing and administering a pay survey. [10]
6. Define Performance Appraisals? Explain the process of Performance Appraisals? [10]
- OR**
7. Discuss in detail different statutory and Non statutory Benefits. [10]
8. Illustrate a compensation strategy for each of the special groups in Compensation. [10]
- OR**
9. Discuss the unions impact on general wage levels and the structure of wage packages. [10]
10. Design a Legalistic Framework for Compensation Determination in Public sectors. [10]

OR



11. Answer the following questions in Case Study
In 2007, the Indian subsidiary of a multinational refinery became a Government of India Company. The government company had announced an ambitious expansion programme which meant doubling the work force in less than four years. In 2007 at the time of wage revision, the union and management agreed to a two-tier pay structure. Those already employed will be eligible for a higher grade and those who are (to be) recruited afresh will get a lower grade though jobs are similar in skill, responsibility and effort. Both the union and the management justified that this is an innovative practice widely followed in deregulated companies abroad, particularly the airlines in North America.

Questions

- a) Is it fair agreement?
b) Would it contravene with the concept of equal pay for equal work? [5+5]

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