

Seat No. _____

Enrolment No. _____

KADI SARVA VISHWAVIDHYALAYA UNIVERSITY
MBA Semester-III Remedial Examination, April 2014
Compensation Management (HS331)

Date: 26th April 2014

Duration: 2.30 Hrs.

Weightage : 40%

Instructions:

1. Draw figures if required.
2. Write precise answers with suitable examples.
3. Figures to the right indicate weightage.

Q-1

- (A) Explain Reward system from compensation and non compensation dimensions in detail. 4%
- (B) Explain the importance of job evaluation in an organisation. 4%

OR

- (B) Explain the importance of job description in an organisation. 4%

Q-2

- (A) What are the major steps involved in performing a successful job analysis programme? 4%
- (B) Explain following : 4%

- 1) Organization chart
- 2) Process Chart
- 3) Procedure manuals

OR

Q-2

- (A) What are the various methods available for collecting job related information? 4%
- (B) Define a compensable factor and give example. 4%

Q-3

- (A) What are factors that influence the design of a pay structure? 4%
- (B) What is the need for more than one pay structure in an organisation? 4%

OR

Q-3

- (A) Explain the concept of performance appraisal in detail? 4%
- (B) Explain the following terms : 4%

- 1) Test-Retest Method
- 2) Validity
- 3) Parallel Test Method
- 4) Intrarater Reliability

Q-4

- (A) Explain the role of the job evaluation committee in job evaluation. 4%
- (B) How does FES differ from other point- factor job evaluation methodologies? 4%

OR

Q-4

- (A) How do you design a job content-based performance appraisal programme. 4%
- (B) Explain any motivation theory of your choice which is helpful in increasing the performance of the employees. 4%

Q-5

- Make a brief note of the following: (any two) 8%
- i) ESOP
 - ii) Qualified deferred Compensation Arrangements
 - iii) Lincoln's incentive plan

KADI SARVA VISHWAVIDHYALAYA UNIVERSITY
MBA – Semester – III – December 2014 Examination
Compensation Management (HS 331)

Date: 26/12/2014

Weightage: 40%

Duration: 2½ Hours

Instructions:

- 1 Make assumptions wherever necessary and state them clearly
- 2 Working notes must form part of your answers
3. Figures to the right indicate weightage

- Q-1
- (A) Describe the relationship between the compensation and non-compensation subsystems of the reward system. 4%
- (B) Why is it necessary to perform a job analysis? 4%
- OR
- (B) How is Job Description useful to an organization? 4%
- Q-2
- (A) Describe various methods for generating job analysis data and information. 4%
- (B) Describe the major sections of a job description. 4%
- OR
- Q-2
- (A) What are the strengths and limitations in the use of ranking job evaluation purposes? 4%
- (B) Define a compensable factor and give examples. 4%
- Q-3
- (A) What is the role of the job evaluation committee in job evaluation? 4%
- (B) Why is it so important to develop a correct and accurate rating for the factor knowledge? 4%
- OR
- Q-3
- (A) Describe some of the factors that influence the design of pay structure. 4%
- (B) Why would an organization use more than one pay structure? 4%
- Q-4
- (A) Is there one best time for performing appraisal? Explain. 4%
- (B) What is a performance incentive? Why do organizations use them? 4%
- OR
- Q-4
- (A) Describe the major elements of LINCOLN's incentive plan. 4%
- (B) Discuss the operation of an ESOP and how it benefits both employer and employee 4%
- Q-5 As a HR manager of an organization prepare a job analysis chart in detail. Use the required tables/ forms as and where necessary. 8%

All the Best