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Enrolme	nt No:			<u> </u>	
			UNIVERSITY OF TON	IORROW	
		UPES End Semester Examination, December 2023 Semester: V Time: 03 hrs. Max. Marks: 100 SECTION A 100Qx2M=20Marks Marks Col A SECTION A 10Qx2M=20Marks Marks Col SECTION A 10Qx2M=20Marks Marks Col SECTION A 10Qx2M=20Marks Marks CO SECTION A 10Qx2M=20Marks Marks CO SECTION A 10Qx2M=20Marks Marks CO CO1 CO1 a. Employee experience and qualifications. Co1 CO1 CO1 CO1 CO1 CO1 CO1 a. Employee experience and qualifications. CO1 CO1 CO1 <			
Course:	Comp		·	Semester: V	
	_		·	Time: 03 hrs.	
Course	Code: I	HRES 3012		Max. Marks: 10	00
Instruct	Enrolment No: UPES End Semester Examination, December 2023 Course: Compensation Management Semester: V. Time: 03 hrs. Course Code: HRES 3012 Max. Marks: 100 Instructions: SECTION A 10Qx2M=20Marks SECTION A 10Qx2M=20Marks SECTION A 10Qx2M=20Marks SECTION A 10Qx2M=20Marks SECTION A 10Qx2M=20Marks Coll Which of the following is an external factor that influences compensation decisions? Marks CO a. Employee experience and qualifications. b. Top management philosophy. CO1 c. Performance appraisal results. d. Recognition of employee merit. CO1 a. Recruiting, retaining, and reducing costs b. Recruiting, motivating, and reducing costs b. Recruiting, motivating, and reducing costs b. Recruiting motivating, and retaining good people CO1 CO1 a. A detailed plan for employee development b. A set of guiding principles for employee discipline c. A mission statement for company growth d. </th				
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Q1		-	tor that influences compensation	1	
	decisio	ons?			
	a.	Employee experience and qualific	ations.		0.01
	b.	Top management philosophy.			COI
	с.	Performance appraisal results.			
	d.	Recognition of employee merit.			
Q2	What	are the main goals of compensation	management?		CO1
	a.	Recruiting, retaining, and reducing	g costs		
	b.				
	c.		efits, and improving		
	d		teamwork and minimizing base	<u>,</u>	
		• • •			
Q3	What	is a company's compensation philos	ophy?		C01
	a.	A detailed plan for employee deve	lopment		
	b.	A set of guiding principles for emp	ployee discipline		
	с.	A mission statement for company	growth		
	d.		ision making about		
		compensation			
Q4	Why a	re fringe benefits considered indire	ct compensation?		CO1
	a.	Because they are paid based on pe	rformance.		
	b.	-			
	с.				
	d.	Because they are paid instead of r	egular wages.		

Q5	What is the primary objective of international compensation management?	
	 a. To create a consistent compensation structure for all employees worldwide. b. To establish a unified compensation policy for parent country nationals. c. To ensure expatriates have the same standard of living in their foreign assignments as they did at home d. To reduce the overall compensation costs for multinational companies. 	
Q6	 Which of the following is a Company Wide Incentive? a. Spot Bonus b. Piece Rate c. Gainsharing d. ESOPs 	
Q7	 What should an effective executive compensation program be based on? a. Random market trends b. A clear understanding of the organization's objectives and performance measurements c. Individual executive preference d. Government regulations 	
Q8	 Which compensation plan combines a fixed salary with a variable commission based on sales performance? a. Straight Commission Plan b. Salary Plus Bonus Plan c. Salary Plus Commission Plan d. Commission Plus Bonus Plan 	
Q9	 Why are benefits becoming more important in compensation administration? a. They are easier to manage than base pay b. Benefits are considered a minor part of the compensation package c. Benefits represent close to 40% of the total cost of compensation d. They are awarded for the same objectives as base pay 	
Q10	What is the main strength of the Social Security system? a. Providing free healthcare	

	b) Facilitating people to plan their own future through		
	insurance and assistance		
	c) Directly transferring money to beneficiaries		
	d) Offering housing benefits		
	SECTION B		
	4Qx5M= 20 Marks		-1
Q 11	Explain briefly the difference between Direct and Indirect Compensation.		CO2
Q 12	Explain briefly the difference between Traditional and Total Rewards		CO1
	approaches of Compensation.		
Q13.	What role does Job Analysis and Job Evaluation play in Compensation?		CO2
Q14.	Explain in briefWrite Short Notes on any one of the following:		
Q14.	a. Individual Incentives		
	b. Profit Sharing		CO1
	c. Gain Sharing		
-	SECTION-C		
	3Qx10M=30 Marks		
Q15.	A manufacturing Company decided to give Individual Incentives to		
	Workers based on a Piece Rate Plan. The minimum guarantied pay per		
	hour is at the Rate of Rs 500 for a standard out of 100 Units in a 4 hour		
	shift. If the following are the details of the hourly Output of a Worker		
	Ramesh:		
	Slot Output		
	First Hour 80		
	Second Hour 120	[10]	CO3
	Third Hour 130		
	Fourth Hour 95		
	Calculate the following :		
	1. What will be the total money which Ramesh is entitled to get at		
	the end of the four hour shift.		
	2. What is the amount of Incentive which Ramesh Gets and it's % of		
	the Total Amount.		
Q16.	"Motivation Theories Like Maslow Need Hierarchy and Herzberg's Two		
	Factors Theory can be applied to Compensation Design." Explain the	[10]	CO2
	statement with suitable examples.		
Q17.	"Organizations can give Incentives at three Levels" What are the three		
	levels mentioned in the statement with regard to Incentives. Explain in	[10]	CO3
	detail with Examples		
	SECTION-D		
0.10	2Qx15M= 30 Marks		
Q 18	CASE STUDY		
	Jack Hopson has been making wood furniture for more than 10 years. He		
	recently joined Metropolitan Furniture and has some ideas for Sally		
	Boston, the company's CEO. Jack likes working for Sally because she is		

	plan? c. What do you think Sally should do ?		
	b. What are some advantages of offering a team-based incentive pay	[15]	CO4
V13	furniture builders at Metropolitan Furniture?		
Q19	b. What is the Dilemma Sally is facing in the Case and Why?a. What are some advantages of offering a piece-rate pay plan to the		
	a. List Down your key observations in the Case		
	Answer the following based on the Case Situation above:		
	of which path to take.		
	success of the piece-rate pay plan at his previous employer, she is unsure		
	for scheduled delivery. However, after hearing from Jack about the		
	provides a bonus payment when each set of furniture is completed in time		
	better approach. She has considered offering a team-based plan that		
	productivity, but she thinks that a team-based incentive pay plan may be a		
	sets. Sally agrees with Jack that an incentive pay plan would help boost		
	plan may prevent employees from working together to complete furniture		
	delivery is such a high priority, Sally is concerned that a piece rate pay		
	Metropolitan have a reputation of late deliveries, which gives Metropolitan a competitive edge. Because their promise of on-time		
	from its competitors. Several companies that compete against		
	delivery. A reputation for on-time delivery differentiates Metropolitan		
	must help each other complete certain pieces of the set to ensure on-time		
	approaches for a preordered furniture set due to a customer, the workers		
	team. Each worker receives individual assignments, but as a delivery date		
	furniture pieces individually, they often need to pitch in and work as a		
	work together as a team. While the workers at Metropolitan build most		
	concerned about how such a plan would affect the employees' need to	[15]	CO
	build the furniture pieces. Sally likes Jack's idea; however, Sally is		
	completed. Jack felt this plan provided him an incentive to work harder to		
	company paid Jack a designated payment for every chair or table that he		
	competing furniture maker, Jack was paid on a piece-rate pay plan. The		
	his coworkers to put forth more effort. At Jack's previous employer, a		
	However, Jack thinks that an incentive pay plan might convince him and		
	company a success. Metropolitan is currently paying Jack a competitive hourly pay rate for him to build various designs of tables and chairs.		
	very open to employee suggestions and is serious about making the		