

Name:
Enrolment No:



UNIVERSITY WITH A PURPOSE

UNIVERSITY OF PETROLEUM & ENERGY STUDIES

End Semester Examination (Online) – July, 2020

Program: MBA(LSCM)
Subject/Course: Human Resource Management

Semester: II
Max. Marks: 100

Course Code: HRES7007

Duration : 3 Hours

IMPORTANT INSTRUCTIONS

1. The student must write his/her name and enrolment no. in the space designated above.
2. The questions have to be answered in this MS Word document.
3. After attempting the questions in this document, the student has to upload this MS Word document on Blackboard.

		Marks	COs
Q.1	A) In a Logistics company of size 100 persons, do you think there is a need for doing job analysis? Discuss the pros and cons and Justify B) The pros and cons of broad banding, would you recommend the use in your organization? Why and why not?	20	CO1.CO2, CO3
Q.2	If you are the HR Manager and you have to develop the pay structure of your Logistic company, how will you arrive at the pay structure in your company, what you will pay your entry level executive and a General Manager of a department?	20	CO1.CO2, CO3
Q.3	“A good orientation Training helps the new incumbent to get accustomed with the working of the company.” Discuss the statement at length as if you are the HR Head doing the complete planning for the Orientation.	20	CO1.CO2, CO3
Q.4	For a logistics Manager’s position, develop a behaviorally anchored rating scale.	20	CO1.CO2, CO3
Q.5	<i>Salary Inequities at AstraZeneca</i> More than 50 years after passage of the Equal Pay Act, women in America still earn about 80 cents for every dollar earned by a man.	20	CO1.CO2, CO3

That adds up to a loss for the average female worker of about \$380,000 over a lifetime.

Recently, the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) entered into an agreement with AstraZeneca, a large international pharmaceuticals firm, for the company to pay some of its female sales associates a total of \$250,000. AstraZeneca had a contract valued at over \$2 billion with the U.S. Department of Veterans Affairs to provide drugs to hospitals around the country. That made it subject to Executive Order 11246, which aims to ensure that employees of U.S. contractors and subcontractors with federal contracts pay their employees fairly without regard to sex, race, color, religion, and national origin. After conducting a compliance review, the OFCCP concluded that AstraZeneca violated Executive Order 11246 by failing to ensure certain women employees were paid fairly.

According to the OFCCP lawsuit, an AstraZeneca Business Center had routinely paid some of its female "primary care" and "specialty care" level III pharmaceutical sales specialists an average of \$1,700 less than men with the same positions. Because of the company's pay secrecy policies, many of the women did not know they were being paid less. In addition to the financial settlement, AstraZeneca and OFCCP will review records of the firm's female employees in 14 states. If they find additional statistical evidence of wage discrimination, the company must remedy it.

Questions

AstraZeneca has brought you in as a compensation consultant. Here are the questions they would like you to answer for them:

- A) Although the case with OFCCP is closed, we wonder if there are any less discriminatory explanations possible for why our women sales reps on average earned less than men. If so, what are they?
- B) Our own company now uses a point method to evaluate jobs for pay purposes, and each resulting job class has a rate range associated with it. Sales associates are now paid a salary that is not based on incentive pay. List three specific things we can do to ensure that a similar problem (inequitable pay based on gender) does not arise again, assuming they continue using the point plan.