

Q5	<p>What is the primary objective of international compensation management?</p> <ol style="list-style-type: none"> To create a consistent compensation structure for all employees worldwide. To establish a unified compensation policy for parent country nationals. To ensure expatriates have the same standard of living in their foreign assignments as they did at home To reduce the overall compensation costs for multinational companies. 		
Q6	<p>Which of the following is a Company Wide Incentive?</p> <ol style="list-style-type: none"> Spot Bonus Piece Rate Gainsharing ESOPs 		
Q7	<p>What should an effective executive compensation program be based on?</p> <ol style="list-style-type: none"> Random market trends A clear understanding of the organization's objectives and performance measurements Individual executive preference Government regulations 		
Q8	<p>Which compensation plan combines a fixed salary with a variable commission based on sales performance?</p> <ol style="list-style-type: none"> Straight Commission Plan Salary Plus Bonus Plan Salary Plus Commission Plan Commission Plus Bonus Plan 		
Q9	<p>Why are benefits becoming more important in compensation administration?</p> <ol style="list-style-type: none"> They are easier to manage than base pay Benefits are considered a minor part of the compensation package Benefits represent close to 40% of the total cost of compensation They are awarded for the same objectives as base pay 		
Q10	<p>What is the main strength of the Social Security system?</p> <ol style="list-style-type: none"> Providing free healthcare 		

	<p>b) Facilitating people to plan their own future through insurance and assistance</p> <p>c) Directly transferring money to beneficiaries</p> <p>d) Offering housing benefits</p>												
SECTION B 4Qx5M= 20 Marks													
Q 11	Explain briefly the difference between Direct and Indirect Compensation.		CO2										
Q 12	Explain briefly the difference between Traditional and Total Rewards approaches of Compensation.		CO1										
Q13.	What role does Job Analysis and Job Evaluation play in Compensation? Explain in brief		CO2										
Q14.	Write Short Notes on any one of the following: <ul style="list-style-type: none"> a. Individual Incentives b. Profit Sharing c. Gain Sharing 		CO1										
SECTION-C 3Qx10M=30 Marks													
Q15.	<p>A manufacturing Company decided to give Individual Incentives to Workers based on a Piece Rate Plan. The minimum guaranteed 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:</p> <table style="margin-left: 40px;"> <thead> <tr> <th style="text-align: left;">Slot</th> <th style="text-align: left;">Output</th> </tr> </thead> <tbody> <tr> <td>First Hour</td> <td>80</td> </tr> <tr> <td>Second Hour</td> <td>120</td> </tr> <tr> <td>Third Hour</td> <td>130</td> </tr> <tr> <td>Fourth Hour</td> <td>95</td> </tr> </tbody> </table> <p>Calculate the following :</p> <ol style="list-style-type: none"> 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. 	Slot	Output	First Hour	80	Second Hour	120	Third Hour	130	Fourth Hour	95	[10]	CO3
Slot	Output												
First Hour	80												
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Fourth Hour	95												
Q16.	“Motivation Theories Like Maslow Need Hierarchy and Herzberg’s Two Factors Theory can be applied to Compensation Design.” Explain the statement with suitable examples.	[10]	CO2										
Q17.	“Organizations can give Incentives at three Levels” What are the three levels mentioned in the statement with regard to Incentives. Explain in detail with Examples	[10]	CO3										
SECTION-D 2Qx15M= 30 Marks													
Q 18	<p style="text-align: center;">CASE STUDY</p> <p>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</p>												

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