

Q6	In a Market Lead strategy which of the following statements is True: a. Mid Point of any Pay Grade is less than Market Rate b. Mid point of a Pay Grade is more then Market Rate c. Mid Point is same as Market Rate d. None of the Above	[2]	CO1
Q7	If a pay of an employee is more than the maximum of the Pay Grade of the employee it is called: a. Black Circle Rate b. Yellow Circle Rate c. Red Circle Rate d. Green Circle Rate	[2]	CO1
Q8	Support for Higher Education falls in which category of Benefits? a. Discretionary b. Statutory c. Mandatory d. None of the Above	[2]	CO1
Q9	Which is true for Executive Compensation? a. They are treated same as all employees b. They get more as Deferred Compensation and Perks c. They are less accountable for performance d. They should be always paid high	[2]	CO1
Q10	US expats generally get Foreign Service Premium in the range of: a. 10% to 30 % of Base Pay b. 5% to 10 % of Base Pay c. 40% to 50 % of Base Pay d. 60% to 70% of Base Pay	[2]	CO1
SECTION B 4Qx5M= 20 Marks			
Q11	How do geographical pay differentials and industry wage differentials influence compensation strategies within organizations?	5	CO2
Q12	How do group and company-wide incentive plans influence teamwork and organizational culture, and what challenges might arise from their implementation?	5	CO3
Q13	What are the key steps involved in conducting a job analysis and job evaluation, and how do these processes support the development of a consistent pay structure?	5	CO2
Q14	How do discretionary benefits, such as protection programs and paid time off, contribute to employee satisfaction and retention?	5	CO3

SECTION-C
3Qx10M=30 Marks

Q 15	<p>The Mid Point of a Pay Grade A is Rs 12000. If range spread recommended for the Grade is 40%. Calculate the following:</p> <ol style="list-style-type: none"> Minimum of the Pay Grade Maximum of the Pay Grade If an employee is hired and Paid Rs 13000 what is the Compa Ratio If another employee is hired and paid Rs 11000. What is the Compa Ratio What would be Red Circle and Green Circle Pay Samples for this Pay Grade 	10	CO3
Q 16	<p>A tech company is considering using market-competitive pay systems to stay competitive in attracting top talent. However, the HR team is debating whether to adopt a market lead, lag, or match policy. Evaluate the pros and cons of each approach and recommend the best strategy for the company</p>	10	CO2
Q 17	<p>A multinational corporation is designing a new executive compensation plan to attract top talent while ensuring that executive pay is closely tied to company performance. The board of directors is considering a mix of base salary, performance-contingent bonuses, and equity agreements. Discuss the potential benefits and challenges of this approach and recommend how the board can ensure that the plan aligns with long-term organizational goals</p>	10	CO3

SECTION-D
3Qx10M= 30 Marks

Individual or Team Rewards			
Q 18	<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 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</p>	30	CO4

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.

Answer the following questions based on the Case above:

- a. What are some advantages of offering a piece-rate pay plan to the furniture builders at Metropolitan Furniture?
- b. What are some advantages of offering a team-based incentive pay plan?
- c. What do you think Sally should do?