

ADMISSION NUMBER									

School of Business

**Integrated Bachelor of Business Administration - Master of Business Administration
Semester End Examination - Nov 2023**

**Duration : 180 Minutes
Max Marks : 100**

Sem IX - MBHR6002 - Compensation and Reward Management

General Instructions

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

- 1) Show how a pay model promote transparency and fairness in compensation practices, benefiting both employees and the organization K1 (2)
- 2) Interpret different short term pay for performance plans K2 (4)
- 3) The end result of internal alignment is an organizational hierarchy. Explain the reason for the importance of hierarchy in deciding employee pay. K2 (6)
- 4) Identify the role of leadership in promoting employee buy-in and participation in a profit-sharing program or ESOP. K3 (9)
- 5) Choose examples of voluntary benefits packages and explain how do they complement an organization's standard benefits offerings. K3 (9)
- 6) Explain the importance of offering non-monetary rewards, such as opportunities for publishing, attending conferences, and collaboration with other experts, in the career growth of scientists. K5 (10)
- 7) Analyze the difference between skill -based pay and competency-based pay. Suggest which one you consider more appropriate and better and why K4 (12)
- 8) Evaluate the effectiveness of various job evaluation methods, such as ranking, classification, and point factor, in achieving internal alignment within an organization. K5 (15)
- 9) TechSolutions Inc. is a rapidly growing IT company that specializes in software development and digital solutions. With its expansion, the HR department is facing challenges in effectively managing compensation, training and development, and performance appraisal processes. The company decides to conduct a comprehensive job analysis to address these issues and improve overall HR processes. Assess the impact of job analysis on other HR processes, such as compensation management, training and development, and performance appraisal. K5 (15)
- 10) Create a pay level mix for a tech startup that aims to attract top-notch talent while managing its limited resources. Justify your choices for each pay level component. K6 (18)