

MAY 2015

P/ID 77817/PMG06

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. Explain the key components of job evaluation.
2. Explain the objective of compensation.
3. Discuss any two wage determination model in brief.
4. What are the principles governing executive compensation?
5. What are the consequences of pay dissatisfaction?
6. Explain new techniques available for performance appraisal.
7. Explain how to plan for team incentives.
8. Explain the components of wages.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Explain analytical and non-analytical methods of job evaluation.
10. Explain how compensation can be distributed in light of Workmen's Compensation Act 1923.
11. Discuss the highlights of national wage policy of India.
12. Explain the different types of incentives in detail.
13. Explain the importance and objectives of pay commission in detail.
14. Explain how to develop a performance based pay system for a finance department.
15. Discuss the role of compensation management in organisations.
16. Examine the main features of the Payment of Wages Act 1936.

PART C — (1 × 20 = 20 marks)

17. Joseph was red in face, "Its not right!" As sales manager with all responsibility I have, I should get more-not less than the people who work for me!"

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Calm down Joe, for heaven's sake pleaded Anna Chiaizia, HR Director for Home ware Products Ltd., "You knew it was possible under the new incentive scheme for the sales people to earn more than you if they exceeded their targets. And Tina Lim has done that she is our most successful representative ever. What do you want to do, Joe? Reward performance or punish it?" "Of Course I want to reward the performance of Joe, Its just not right that she earns more than me".

Questions :

- (a) What faults may exist in the design of Home Ware Products Ltd., incentive program?
- (b) Explain what you would do if you were in Anna Chiarizia.
- (c) What would happen if the incentive plan was redesigned so top-performing representatives would not earn more than Joseph?