

M.A. DEGREE EXAMINATION, APRIL 2020
II Year IV Semester
Compensation and Benefits

Time : 3 Hours

Max.marks :75

Section A ($10 \times 2 = 20$) Marks

Answer any **TEN** questions

1. Define the term compensation.
2. Define bench marking.
3. What is a wage board?
4. What do you understand by living wage?
5. List the types of wage incentive plan.
6. What do you mean by fringe benefits?
7. What is job evaluation?
8. What is cafeteria style compensation?
9. State the Significance of International compensation.
10. What is Variable Performance linked Pay.
11. Explain Halsey 50-50 method.
12. Who is an expatriate?

Section B ($5 \times 5 = 25$) Marks

Answer any **FIVE** questions

13. Explain the objectives of compensation.
14. Write short note on Wage Incentive System.
15. Explain the steps in designing the Compensation System.
16. Elaborate the elements in wage and salary administration.
17. Explain the Objectives & Scope of Job Evaluation.
18. Comment on and pay of an expatriate in the global compensation.
19. What are the various approaches of the International compensation?

Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

20. The world's largest retailer, Wal-Mart, has been ordered to pay at least \$78m in compensation to workers who were forced to work during breaks. A jury in a Pennsylvania court decided that wal-mart broke a state law by refusing to pay staff for the extra work they did. The class action was brought by about 1,87,000 staff who worked for wal-mart between March 1997 and May 2006. Wal-Mart said it was planning a very broad - ranging appeal.

Undisclosed secrets:

The former employee who headed the case, Dolores Hummel, who worked at branch of Wal-Mart owned wholesaler Sam's club for 10 years, said she regularly had to work during breaks and after closing time because of work demands. She estimated she worked between eight and 12 hours unpaid each month. In the lawsuit, she said : "one of Wal-Mart's undisclosed secrets for its profitability is its creation and implementation of a system that encourages off-the clock work for its hourly employees."

After the judgement, she said she and other staff had acted because they wanted to show "how we were treated working at Wal-Mart-Working off the clock and not getting paid". A lawyer for the plaintiffs, Michael Donovan, said he would seek an extra \$62 m in damages because the jury had found that Wal-Mart acted in bad faith. The jury found that the retailer had not denied the staff their meal breaks- but only rest breaks. In December, a California court ruled Wal-Mart must pay \$172m in compensation to 116,000 employees who had been denied meal breaks.

Questions :

1. Why did not Wal-Mart pay for the work done during the breaks to its employees?
2. Discuss the consequences that the Wal-Mart experienced for not paying for the work performed by employees during the breaks.

PART - B

Answer any **TWO** questions

21. Outline the various factors that affect compensation.
22. What are the various types of performance related pay? Explain in detail the merits and demerits of each.
23. Discuss the procedures involved in the evaluation of jobs.
24. Explain The Cost and Benefit approaches to International Compensation.

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Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

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