

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN  
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)  
Chromepet, Chennai — 600 044.

M.A. (HRM) END SEMESTER EXAMINATIONS NOVEMBER - 2023

SEMESTER - IV

**20PHRCT4013 - Compensation and Benefits**

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

### **Section B**

Answer any **SIX** questions ( $6 \times 5 = 30$  Marks)

1. What are the objectives of compensation plans?
2. Explain Fringe benefits with example.
3. Write about the merits of variable performance linked pay system.
4. Explain the determinants of incentive plan.
5. Explain the need for Compensation for special groups with example.
6. What is Attendance Bonus?
7. Examine the differences between internal and global compensation standards.
8. Comment on rewards and awards given to the employee.

### **Section C**

I - Answer any **TWO** questions ( $2 \times 10 = 20$  Marks)

9. Write short notes on (a) Salary Matrix (b) Salary Buckets.
10. Discuss in detail the factors influencing compensation.
11. In detail explain Taylor's differential piece rate method.
12. Discuss the significance of external equity of internal equity in compensation systems.

II - Compulsory question ( $1 \times 10 = 10$  Marks)

13. The team was headed by the VP - HR of the merged company. He stated that since it was a merger of equals, they had to develop something that was the best for the new company, even if it were time - consuming. The team felt that the best way to go about it was to merge the best of both companies' benefit plans or create a new benefit program that would reflect the culture the new

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company was trying to nurture. The head also stated that their aim was not just to design a new benefit plan, but also to make sure that all the employees were knowledgeable and comfortable about the changes in the benefit program. Before concluding the meeting, the VP - HR made it clear to the team that people were of paramount importance to them and if the benefits program did not help in retaining them, then the merger would serve no purpose.

Questions:

- a) The benefits team has to devise a benefit program that would satisfy the employees of both the firms. Can you suggest some steps for the benefit team to function effectively?
- b) Why would creating a new benefit plan take more time? What should be the action plan for the HR team.

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