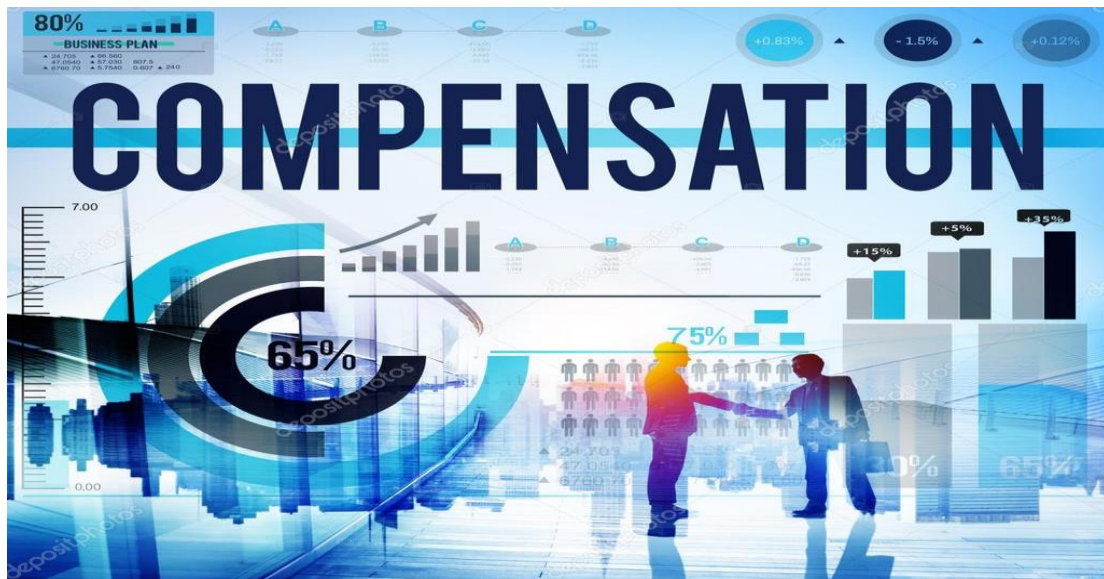


**SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(Autonomous)**

MASTER OF BUSINESS ADMINISTRATION

II MBA –IV Sem

REGULATION R22



Faculty in Charge: Mrs.T.Yamini
Designation: Assistant Professor
Department: MBA

**SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(Autonomous)**

MASTER OF BUSINESS ADMINISTRATION

QUESTION BANK

II MBA –IV Semester

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22MBA242C COMPENSATION MANAGEMENT

Course Educational Objectives (CEO):

CEO 1: To provide the basic knowledge on Compensation Management concepts.

CEO2 : To make students understand the basic perspectives of Job Analysis, Job Description

CEO 3: To provide the conceptual knowledge on external competitiveness and benefits

CEO 4: To bring awareness on performance based compensation system

CEO5: To provide basic knowledge on legal & administrative issues in compensation

UNIT – I: Introduction to Compensation Management - Definition of Compensation, The Pay Model, strategic Pay Policies, Strategic Perspectives of Pay, Strategic Pay Decisions, Best Practices vs. Best Fit Options

Internal Alignment: Internal Pay Structures, Strategic Choices in Internal Alignment Design

UNIT – II: Job Analysis and Evaluation: Job Analysis- Job Descriptions - Job Specification - Job Analysis Data Collection Process - Job Evaluation-Significance-Methods.

UNIT – III: External Competitiveness and Benefits Management:

Determining External Competitiveness: Definition-Pay Policy Alternatives, Wage Surveys, Interpreting Survey Results, Pay Policy Line, Pay Grades –Pay Ranges.

Benefits: Benefits Determination Process, Legally Required Benefits, Retirement, Medical, & Other Benefits

UNIT – IV: Performance Based Compensation System

Employee Contributions: Pay For Performance (PFP), Rewarding Desired Behaviors, Does Compensation Motivate Performance, Designing PFP Plans, Merit Pay/Variable Pay, Individual vs. Group Incentives. Compensation of Special Groups: Who are Special Groups? Compensation Strategies for Special Groups

UNIT – V: Legal & Administrative Issues in Compensation

Legal Issues, Pay Discrimination, Comparable Worth, Budgets and Administration

Global Compensation: Social Contract, Culture & Pay, Strategic Choices in Global Compensation, Comparing Systems, Expatriate Pay.

Course Outcomes:		
On successful completion of the course the student will be able to,		POs related to COs
CO1	Apply the basic knowledge on Compensation Management Concepts.	PO1, PO4, PO5, PO6, PSO1, PSO2
CO2	Analyze the importance Job Analysis and Job Description.	PO1, PO4, PO5, PO6, PSO1, PSO2
CO3	Explain the concept of External competitiveness and Benefits determination process.	PO1, PO4, PO5, PO6, PSO1, PSO2
CO4	Examine the factors of performance based compensation system.	PO1, PO4, PO5, PO6, PSO1, PSO2
CO5	Apply the Knowledge on legal & administrative issues in compensation.	PO1, PO4, PO5, PO6, PSO1, PSO2

TEXT BOOKS:

1. Strategic Compensation, 3/e, Joseph J. Martocchio, Prentice Hall, 2006.
2. Compensation Management, Dr. Kanchan Bhatia, Himalaya Publishing House, 2009.

REFERENCE BOOKS:

1. Compensation Management in a Knowledge Based World, 9/e, Handerson, Pearson, 2007.
2. Strategic Compensation, 10/e, Joseph J. Martocchio, Pearson Education, 2020.
3. Compensation Management, Tapomoy Deb, Excel Books, New Delhi, 2013
4. Compensation Management, 2/e, Dipak Kumar Bhattacharyya, 201

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MASTER OF BUSINESS ADMINISTRATION

COMPENSATION MANAGEMENT

QUESTION BANK

QUESTIO NUMBER	QUESTIONS	PO ATTAINMENT
UNIT – I		
PART – A TWO MARKS QUESTIONS		
1	Define compensation	PO1, PO4, PO5, PO6, PSO1, PSO2
2	Explain the meaning of compensation Management	PO1, PO4, PO5, PO6, PSO1, PSO2
3	Why Compensation management is important	PO1, PO4, PO5, PO6, PSO1, PSO2
4	Explain the scope of compensation management	PO1, PO4, PO5, PO6, PSO1, PSO2
5	Write about the significance of Compensation management	PO1, PO4, PO5, PO6, PSO1, PSO2
6	What do you meant by Internal Equity	PO1, PO4, PO5, PO6, PSO1, PSO2
7	Define Pay Policy	PO1, PO4, PO5, PO6, PSO1, PSO2
8	What is meant by Internal Alignment	PO1, PO4, PO5, PO6, PSO1, PSO2
PART – B TEN MARKS QUESTIONS		
1	Discuss the definition and significance of compensation in an organization.	PO1, PO4, PO5, PO6, PSO1, PSO2
2	Elaborate on the components of the Pay Model and their importance.	PO1, PO4, PO5, PO6, PSO1, PSO2
3	Analyze the role of strategic pay policies in achieving organizational goals.	PO1, PO4, PO5, PO6, PSO1, PSO2
4	Compare and contrast the different strategic perspectives of pay.	PO1, PO4, PO5, PO6, PSO1, PSO2
5	Explain the process and implications of strategic pay decisions.	PO1, PO4, PO5, PO6, PSO1, PSO2
6	Evaluate the benefits and drawbacks of best practices vs. best fit options in compensation management.	PO1, PO4, PO5, PO6, PSO1, PSO2
7	Describe the concept of internal pay structures and their impact on employee motivation.	PO1, PO4, PO5, PO6, PSO1, PSO2
8	Discuss the strategic choices in internal alignment design and their effect on organizational effectiveness.	PO1, PO4, PO5, PO6, PSO1, PSO2
UNIT – II		

PART – A TWO MARKS QUESTIONS		
1	Define job analysis.	PO1, PO4, PO5, PO6, PSO1, PSO2
2	What is a job description?	PO1, PO4, PO5, PO6, PSO1, PSO2
3	Explain the term job specification.	PO1, PO4, PO5, PO6, PSO1, PSO2
4	Name two methods of collecting job analysis data.	PO1, PO4, PO5, PO6, PSO1, PSO2
5	What is job evaluation?	PO1, PO4, PO5, PO6, PSO1, PSO2
6	Mention the significance of job evaluation.	PO1, PO4, PO5, PO6, PSO1, PSO2
7	List two methods of job evaluation.	PO1, PO4, PO5, PO6, PSO1, PSO2
8	Define job analysis data collection process	PO1, PO4, PO5, PO6, PSO1, PSO2
PART – B TEN MARKS QUESTIONS		
1	Discuss the concept and importance of job analysis in an organization.	PO1, PO4, PO5, PO6, PSO1, PSO2
2	Explain the components and purpose of a job description.	PO1, PO4, PO5, PO6, PSO1, PSO2
3	Describe the elements of a job specification and its role in recruitment.	PO1, PO4, PO5, PO6, PSO1, PSO2
4	Analyze different methods of collecting job analysis data.	PO1, PO4, PO5, PO6, PSO1, PSO2
5	Evaluate the significance of job evaluation in maintaining internal equity.	PO1, PO4, PO5, PO6, PSO1, PSO2
6	Compare and contrast various methods of job evaluation.	PO1, PO4, PO5, PO6, PSO1, PSO2
7	Discuss the steps involved in the job analysis data collection process.	PO1, PO4, PO5, PO6, PSO1, PSO2
8	Explain the impact of job analysis and evaluation on organizational effectiveness	PO1, PO4, PO5, PO6, PSO1, PSO2
UNIT – III		
PART – A TWO MARKS QUESTIONS		
1	Define external competitiveness.	PO1, PO4, PO5, PO6, PSO1, PSO2
2	What are pay policy alternatives?	PO1, PO4, PO5, PO6, PSO1, PSO2
3	Explain the purpose of wage surveys.	PO1, PO4, PO5, PO6, PSO1, PSO2
4	What is the importance of interpreting survey results?	PO1, PO4, PO5, PO6, PSO1, PSO2
5	Define pay policy line.	PO1, PO4, PO5, PO6, PSO1, PSO2
6	What is the difference between pay grades and pay ranges?	PO1, PO4, PO5, PO6, PSO1, PSO2
7	Outline the benefits determination process.	PO1, PO4, PO5, PO6, PSO1, PSO2
8	List two legally required benefits.	PO1, PO4, PO5, PO6,

		PSO1, PSO2
PART – B TEN MARKS QUESTIONS		
1	Discuss the significance of external competitiveness in compensation management.	PO1, PO4, PO5, PO6, PSO1, PSO2
2	Analyze the various pay policy alternatives and their implications.	PO1, PO4, PO5, PO6, PSO1, PSO2
3	Evaluate the role of wage surveys in determining external competitiveness.	PO1, PO4, PO5, PO6, PSO1, PSO2
4	Explain the process and importance of interpreting survey results in compensation management.	PO1, PO4, PO5, PO6, PSO1, PSO2
5	Describe the concept of pay policy line and its application in pay structure design.	PO1, PO4, PO5, PO6, PSO1, PSO2
6	Compare and contrast pay grades and pay ranges with examples.	PO1, PO4, PO5, PO6, PSO1, PSO2
7	Discuss the benefits determination process and its impact on employee satisfaction.	PO1, PO4, PO5, PO6, PSO1, PSO2
8	Analyze the different types of benefits, including legally required benefits, retirement, medical, and other benefits.	PO1, PO4, PO5, PO6, PSO1, PSO2
UNIT – IV		
PART – A TWO MARKS QUESTIONS		
1	Define Pay for Performance (PFP).	PO1, PO4, PO5, PO6, PSO1, PSO2
2	What does rewarding desired behaviors mean?	PO1, PO4, PO5, PO6, PSO1, PSO2
3	Can compensation motivate performance? Briefly explain.	PO1, PO4, PO5, PO6, PSO1, PSO2
4	What is merit pay?	PO1, PO4, PO5, PO6, PSO1, PSO2
5	What is variable pay?	PO1, PO4, PO5, PO6, PSO1, PSO2
6	Explain the difference between individual and group incentives.	PO1, PO4, PO5, PO6, PSO1, PSO2
7	Who are considered special groups in compensation management?	PO1, PO4, PO5, PO6, PSO1, PSO2
8	Mention two compensation strategies for special groups.	PO1, PO4, PO5, PO6, PSO1, PSO2
PART – B TEN MARKS QUESTIONS		
1	Discuss the concept and significance of Pay for Performance (PFP) in an organization.	PO1, PO4, PO5, PO6, PSO1, PSO2
2	Analyze the methods of rewarding desired behaviors and their impact on employee performance.	PO1, PO4, PO5, PO6, PSO1, PSO2
3	Evaluate whether compensation motivates performance with supporting examples.	PO1, PO4, PO5, PO6, PSO1, PSO2
4	Describe the process of designing effective PFP plans.	PO1, PO4, PO5, PO6, PSO1, PSO2
5	Compare and contrast merit pay and variable pay.	PO1, PO4, PO5, PO6,

		PSO1, PSO2
6	Explain the advantages and disadvantages of individual vs. group incentives.	PO1, PO4, PO5, PO6, PSO1, PSO2
7	Identify special groups in an organization and discuss their compensation needs.	PO1, PO4, PO5, PO6, PSO1, PSO2
8	Discuss various compensation strategies for special groups and their effectiveness	PO1, PO4, PO5, PO6, PSO1, PSO2
UNIT – V		
PART – A TWO MARKS QUESTIONS		
1	What are some common legal issues in compensation management?	PO1, PO4, PO5, PO6, PSO1, PSO2
2	Define pay discrimination.	PO1, PO4, PO5, PO6, PSO1, PSO2
3	Explain the concept of comparable worth.	PO1, PO4, PO5, PO6, PSO1, PSO2
4	What is the significance of budgeting in compensation administration?	PO1, PO4, PO5, PO6, PSO1, PSO2
5	What does the term "social contract" mean in the context of global compensation?	PO1, PO4, PO5, PO6, PSO1, PSO2
6	How does culture affect pay in global organizations?	PO1, PO4, PO5, PO6, PSO1, PSO2
7	What are strategic choices in global compensation?	PO1, PO4, PO5, PO6, PSO1, PSO2
8	Define expatriate pay.	PO1, PO4, PO5, PO6, PSO1, PSO2
PART – B TEN MARKS QUESTIONS		
1	Discuss the various legal issues that can arise in compensation management.	PO1, PO4, PO5, PO6, PSO1, PSO2
2	Analyze the impact of pay discrimination on employee morale and organizational effectiveness.	PO1, PO4, PO5, PO6, PSO1, PSO2
3	Explain the concept of comparable worth and its implications for pay equity.	PO1, PO4, PO5, PO6, PSO1, PSO2
4	Evaluate the role of budgets and administration in effective compensation management.	PO1, PO4, PO5, PO6, PSO1, PSO2
5	Discuss the concept of social contract and its relevance in global compensation.	PO1, PO4, PO5, PO6, PSO1, PSO2
6	Analyze the influence of culture on pay practices in multinational organizations.	PO1, PO4, PO5, PO6, PSO1, PSO2
7	Compare and contrast different strategic choices in global compensation.	PO1, PO4, PO5, PO6, PSO1, PSO2
8	Describe the components and considerations of expatriate pay.	PO1, PO4, PO5, PO6, PSO1, PSO2

