



PG – 699

III Semester M.B.A. (Day) Examination, January 2013
(2007-08 Scheme)

MANAGEMENT

H-3 : Performance and Compensation Management

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer **any six** of the following. **Each** question carries **2** marks. **(6×2=12)**
- What is Executive Compensation ?
 - What do you understand by Annual Confidential Method of appraisal ?
 - Differentiate between Bonus and Incentives.
 - Write a brief note on Wage Fund Theory.
 - Why Dearness Allowance is paid ?
 - What is Employee Stock Ownership ?
 - What is Pay-by-Seniority ?
 - What is Assessment Centre ?

SECTION – B

- Answer **any three** of the following. **Each** question carries **8** marks. **(3×8=24)**
- What are the factors influencing wage and salary administration ?
 - Explain the need and importance of performance appraisal.
 - Clearly bring out the steps involved in Wage Determination Process.
 - Discuss the various non-financial incentives with example.
 - What is Profit Sharing Plan ? Mention its merits and demerits.

P.T.O.



SECTION - C

Answer **any two** of the following. **Each** question carries **12** marks. **(2x12=24)**

7. Discuss the important wage theories.
8. What are the determinants of inter and intra-industry compensation differentials ?
9. Explain the different types of wages with suitable examples.

SECTION - D

(Compulsory)

10. Read the following case and answer the questions given at the end. **(1x15=15)**

Family-Friendly Benefits Arrive in Corporate America

What do G.T. Water (Plumbing) Products, Fel-Pro, Mattel Toys, Nike and Procter and Gamble have in common ? They each have recently been cited in *Working Mother* magazine as one of the best one hundred companies for women to work for. In what way ? Each company provides special benefits to its employees that benefits working moms. For example, G.T. Water offers all twenty-four of its employees time off from work for family matters. Even though a federal law mandates this for many organizations, G.T. Water is exempt because it has fewer than fifty employees. And Fel-Pro, the Skokie, Illinois, gasket-making company, offers its employees \$6,500 in tuition assistance for their children.

Companies today are reacting to new demands placed on them by their diversified work force. Whereas three decades ago, when the work force was predominately male and moms stayed home with their 2.5 kids, today's workers are not that homogeneous. Workers are more likely to be female than male. And whether men are willing to admit it or not, most women still have the greater burden and responsibility for child care. But that doesn't have to mean our companies cannot be responsive to the changing work force.



Accompanying today's diversity is the realization that the way we've treated workers with children in the past, and the benefits we offered them, may no longer meet their current needs. Family life is important to our workers, and in many cases will win out in the decision of career versus family. Fortunately, organizational decision makers today are not looking at the situation as a win-lose proposition. Rather, to attract and keep "good talent" requires companies to strongly compete for those skills. One way to successfully compete is to meet the worker's individualized needs. In the 1990s, this might come in the form of time off from work to "bond" with a newly arrived child, or on-site day-care facilities - something that was virtually nonexistent in the 1960s.

Questions for Analysis :

- 1) Do companies have the responsibility to provide special benefits for working moms ? Explain your rationale.
- 2) What role do you see Human Resources playing in promoting, and offering these family friendly benefits ? In which function of HRM would you see this activity having the greatest impact ? Explain.