

Seat No. : _____

NG-108
December-2015
5th Year M.B.A. Integrated
Compensation Management
(HR Elective)

Time : 3 Hours]

[Max. Marks : 100

Instruction : Be neat and legible.

1. Explain any **two** : **20**
 - (1) Explain the theories of wage determination and concept of Compensation Benchmarking in detail.
 - (2) Describe Neoclassical Micro-economic theory of Supply of Labour.
 - (3) What are ESOP's ? Explain the pricing and types of Employee Stock Options.

2. (1) State and Explain the Statutory Employee Benefits in India. Also put light on deferred Compensation plan. **10**
(2) Describe different theories of Motivation. **10**

3. (1) How can an organization develop a Performance Matrix as a part of PMS ? Outline the dimensions of performance. **10**
(2) Describe Executive compensation theories in detail. Give your opinion about "Say on Pay" concept. **10**

4. Attempt Any **two** : **20**
 - (1) Explain various sales compensation plans. Also state levels of performance as a part of an good compensation plan.
 - (2) Contradict rewards with Compensation and explain Tower Perrin Model of total rewards.
 - (3) Explain Incentive determination methods in detail.

5. (1) Case Study : **10**

Harsha and Franklin both of them are post graduates in management under different streams from same B-School. Both of them are close to each other from the college days itself and the same friendship is continuing in the organisation too as they are placed in the same company, Hi-tech technology solutions. Harsha placed in HR department as employee counsellor and Franklin in finance department as key finance executive. As per the grade is concerned both are at same level but when responsibility is concerned Franklin is holding more responsibility being in core finance.

By nature Harsha is friendly in nature and ready to help the needy. Franklin is silent in nature ready to help if approached personally and always a bit egoistic in nature. They have successfully completed 4 years in the organization. And management is very much satisfied with both of them as they are equally talented and constant performers.

Harsha felt that now a day's Franklin is not like as he used to be in past. She noticed some behavioural changes with him. During general conversations she feels that Franklin is taunting her that she is famous among the employees in the organisation in the other hand he is not even recognised by fellow employees.

One morning Mr. Mehta General Manager Hi-tech technology solutions shocked while go through the mail received from Franklin about his resignation. Mr. Mehta called Harsha immediately and discussed about the same as she is close to Franklin. By hearing the news Harsha got stunned and said that she do not know this before she also revealed her current experience with him. Mr. Mehta who does not want to lose both of them promised her that he will handle this and he won't allow Franklin to resign.

In the afternoon Mr. Mehta took Franklin to Canteen to make him comfortable after some general discussion he starts on the issue. Franklin, after some hesitations opened his thinking in front of Mr. Mehta. The problem of Franklin is (1) when he comes alone to canteen the people from other don't even recognize him but if he accompanied by Harsha he get well treated by others. (2) One day both of them entered the company together the security in the gate wished them but the next day when he came alone the same security did not do so. (3) Even in meetings held in the office the points raised by Harsha will get more value so many a times he keeps silent in the meeting.

It happens to Franklin that he has to face such degradation in each day of work which totally disturbs him. Franklin also questioned that "Harsha and myself have same qualification, from same institute, passed out in the same year both with first class. We have same number of experience in this organisation. More over the responsibilities with me are more valuable than that of Harsha. After all this things if I am been ignored or unrecognized by the fellow employees my ego does not allow me to continue here".

Question :

If you would have been in place of Mr. Mehta, how would you stop a potential resignation and save the organization from losing an employee who is an asset. Elaborate your views.

- (2) Describe Maternity Act in detail. Explain in detail the loopholes of Maternity Act in India.

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