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14MBAHR303

Third Semester MBA Degree Examination, Dec.2015/Jan.2016
Compensation and Benefits

Time: 3 hrs.

Max. Marks:100

SECTION - A

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Define compensation. (03 Marks)
- 2 What do you mean by internal alignment? (03 Marks)
- 3 Why to perform job analysis? (03 Marks)
- 4 How do you refer content and value? (03 Marks)
- 5 What do you mean by Benefits? (03 Marks)
- 6 What is pay for performance? (03 Marks)
- 7 What is expatriate pay? (03 Marks)

SECTION - B

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 What compensation strategic choices help achieve company's competitive strategy? (07 Marks)
- 2 Explain in brief several ways to judge job analysis. (07 Marks)
- 3 What do you mean by job evaluation? Enumerate major, decisions in job evaluation. (07 Marks)
- 4 What shape external competitiveness? (07 Marks)
- 5 Write in detail on legally required benefits. (07 Marks)
- 6 What is social contract? What are three general compensation strategies at global level? (07 Marks)
- 7 Bring out various social security benefits. (07 Marks)

SECTION - C

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Give the framework of pay model for examining current pay system. (10 Marks)
- 2 List and describe the major factors that shape the internal structure of pay. (10 Marks)
- 3 "Job analysis procedure is a review, collection, analysis and methods of data". Summarize. (10 Marks)
- 4 What do you mean by point method? Interpret points in point method. (10 Marks)

- 5 Enumerate and elucidate on exhaustive list of all pay for performance plans? (10 Marks)
- 6 Who are special groups? Elaborate? Explain. (10 Marks)
- 7 Describe several legislations which provide for social security of industrial workers. (10 Marks)

SECTION - D

CASE STUDY – [Compulsory]

As a Google hired into our Bangalore engineering centre you will take on projects that match your background and interests and will work with peers in other Google offices. Those who join us can expect an outstanding work environment and the satisfaction of tackling source of the most interesting challenges in computing today.

Benefits of working at Google includes

- Medical insurance
- Life insurance
- Business Travel/Personal accident insurance
- Provident Fund
- Vacations days and holidays
- Sick time, maternity leave, Paternity leave and family care.

Google India Benefits : when it comes to benefits, Google goes beyond the basics so that you can focus on what you love about life at work and at home. That's why our benefits lead the industry. We also created several innovative programmes that simply make life better. No matter what kind of life you lead it can be healthier, less complicated and more fun at Google. Health and wellness, Medical insurance cash hospitalization benefits include coverage provided enough through an insurance policy. Hospitalization coverage ₹ 500000 Google pays 100% of the cost of the hospitalization benefits for you and your eligible dependents parents, eligible for wealth care coverage.

- Life Insurance

Coverage at 2 times base earnings Google pays 100% coverage

- Business travel Accident

Coverage at 2 times base earning to a maximum of US \$ 500000.

- Personal accident Insurance

Covers 2 times the base earnings Google pay 100% of coverage

- Retirement and savings
- Provident Fund

Google will provide at 12% employer contribution

- Vacation

20 days per year

- Holidays

12 Paid holidays

- Sick Time

12 days per calendar year

Questions :

- a. Why the growth in employee benefits? (05 Marks)
- b. What are the key issues a company considers in planning benefits? (05 Marks)
- c. Google follows a flexible benefit plan. Comment. (05 Marks)
- d. What are the advantages of Google benefit plan to company and to employee? (05 Marks)

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