

PRACTICE SET
End Semester Examination, December, 2025

Program: MBA
Semester: III (HR)
Course: Compensation and Benefit Management
Course Code: 11.622.5

Course Outcomes	Description
CO1	To introduce students to the fundamental concepts, processes, and factors influencing compensation and reward systems.
CO2	To develop the ability to analyze job roles through job evaluation methods and determine the relative worth of jobs.
CO3	To understand the principles, components, and policies involved in wage determination and compensation structuring.
CO4	To equip students with the skills to design effective pay structures, performance-based incentives, and benefit plans aligned with organizational goals.

SECTION A – 5 marks Each

Q. No.	Question	CO	BTL	Unit
1	Define Compensation Management.	CO1	BTL-1 (Remember)	I
2	State the main objectives of compensation management.	CO1	BTL-1	I
3	List out the factors influencing compensation.	CO1	BTL-1	I
4	Explain the purpose of job analysis in compensation design.	CO1	BTL-2 (Understand)	I
5	Discuss the importance of a sound reward system.	CO1	BTL-2	I
6	Define Job Evaluation.	CO2	BTL-1	II

Q. No.	Question	CO	BTL	Unit
7	What are the advantages of job evaluation?	CO2	BTL-2	II
8	Explain the ranking method of job evaluation.	CO2	BTL-2	II
9	Differentiate between point rating and factor comparison method.	CO2	BTL-2	II
10	Mention the limitations of Job Evaluation.	CO2	BTL-1	II
11	Define Wage Determination.	CO3	BTL-1	III
12	Mention the main theories of wage determination?	CO3	BTL-1	III
13	Explain competency-based pay.	CO3	BTL-2	III
14	Define Executive Compensation.	CO3	BTL-1	III
15	State the importance of Market Pay Surveys.	CO3	BTL-2	III
16	Discuss the importance of incentive?	CO4	BTL-1	IV
17	Differentiate between monetary and non-monetary incentives.	CO4	BTL-2	IV
18	List the various types of fringe benefits.	CO4	BTL-1	IV
19	Explain the concept of Dearness Allowance.	CO4	BTL-2	IV
20	Discuss the principles of fringe benefits?	CO4	BTL-2	IV
21	Write a short note on profit bonus.	CO4	BTL-2	IV
22	List out different type of retirement benefits.	CO4	BTL-1	IV
23	Explain the term “Wage Incentive Plan.”	CO4	BTL-2	IV
24	Discuss the components of compensation.	CO3	BTL-2	III
25	Define base pay structure.	CO3	BTL-1	III

SECTION B – 10 Marks Each

Q. No.	Question	CO	BTL	Unit
1	Discuss the process of compensation design in modern organizations.	CO1	BTL-4 (Analyze)	I
2	Evaluate the impact of internal and external factors on compensation policy.	CO1	BTL-5 (Evaluate)	I
3	Compare various job evaluation methods and suggest the most suitable one for a manufacturing firm.	CO2	BTL-4	II
4	Analyze the limitations of the ranking method and suggest improvements.	CO2	BTL-5	II
5	How can job evaluation support equitable pay structures?	CO2	BTL-4	II

Q. No.	Question	CO	BTL	Unit
6	Examine the relevance of classical and modern wage theories in contemporary organizations.	CO3	BTL-4	III
7	Design a competency-based pay plan for middle-level managers.	CO3	BTL-6 (Create)	III
8	Evaluate the ethical considerations involved in executive compensation.	CO3	BTL-5	III
9	Analyze the role of performance-based pay in enhancing employee motivation.	CO4	BTL-4	IV
10	Discuss the effectiveness of various incentive schemes used in Indian organizations.	CO4	BTL-5	IV
11	Propose a framework for linking pay and performance.	CO4	BTL-6	IV
12	Evaluate the effectiveness of fringe benefits in employee retention.	CO4	BTL-5	IV
13	Compare the various methods of determining bonus under the Bonus Act.	CO4	BTL-4	IV
14	Discuss the implications of pay equity and fairness in compensation systems.	CO1	BTL-5	I
15	Analyze the strategic role of compensation in talent management.	CO4	BTL-4	IV
16	Examine how job evaluation contributes to internal equity.	CO2	BTL-4	II
17	Design a salary structure for a service-based organization.	CO3	BTL-6	III
18	Evaluate the relationship between compensation and organizational performance.	CO4	BTL-5	IV
19	Critically examine the challenges in implementing performance-based incentives.	CO4	BTL-5	IV
20	Discuss how reward systems align with organizational goals.	CO1	BTL-4	I
21	Examine compensation practices in multinational corporations.	CO3	BTL-5	III
22	Analyze the legal aspects influencing compensation design.	CO1	BTL-4	I
23	Propose improvements for traditional job evaluation methods in a digital workplace.	CO2	BTL-6	II
24	Examine how competency mapping influences pay structure.	CO3	BTL-4	III
25	Evaluate the role of compensation communication in employee satisfaction.	CO1	BTL-5	I

SECTION C – 20 Marks Each

Q. No.	Question	CO	BTL	Unit
1	XYZ Pvt. Ltd. wants to revise its pay structure to attract IT professionals. (a) Identify the key compensation components to be considered. [5 Marks] (b) Design a competitive compensation plan ensuring internal equity and market alignment. [10 Marks] (c) Recommend two HR policies to support the revised structure. [5 Marks]	CO3	BTL-6	III
2	One Delhi based Manufacturing Company is facing dissatisfaction due to perceived unfairness in job evaluation. (a) Highlight possible reasons for employee dissatisfaction. [5 Marks] (b) Recommend a step-by-step job evaluation process to restore equity. [10 Marks] (c) Suggest one communication strategy to ensure transparency. [5 Marks]	CO2	BTL-6	II
3	Develop a compensation policy framework for a start-up firm entering the e-commerce sector. (a) Identify three strategic factors influencing compensation policy. [5 Marks] (b) Design a sample framework addressing pay levels, benefits, and performance incentives. [10 Marks] (c) Suggest how the policy can evolve as the firm grows. [5 Marks]	CO1	BTL-6	I
4	After a merger, two firms with different pay philosophies must harmonize compensation systems. (a) Identify the possible pay-related challenges post-merger. [5 Marks] (b) Propose a harmonization strategy ensuring fairness and motivation. [10 Marks] (c) Recommend one metric to measure post-merger compensation satisfaction. [5 Marks]	CO4	BTL-6	IV
5	A company wants to link performance with pay. (a) State two objectives of introducing performance-linked pay. [5 Marks] (b) Design an incentive plan aligned with organizational goals and employee motivation. [10 Marks] (c) Discuss one limitation of such plans. [5 Marks]	CO4	BTL-6	IV
6	Evaluate the fringe-benefit programs of an Indian public-sector organization and suggest improvements.	CO4	BTL-5	IV

Q. No.	Question	CO	BTL	Unit
	(a) Identify three types of fringe benefits offered. [5 Marks] (b) Analyze their effectiveness in employee retention and satisfaction. [10 Marks] (c) Recommend one innovative fringe-benefit practice. [5 Marks]			
7	Design an executive compensation structure balancing performance and fairness. (a) List key elements of executive compensation. [5 Marks] (b) Develop a model compensation structure with performance-based components. [10 Marks] (c) Explain one ethical consideration involved. [5 Marks]	CO3	BTL-6	III
8	Analyze the pay-survey data of three organizations and recommend a suitable pay structure for a retail company. (a) Identify important parameters for conducting pay surveys. [5 Marks] (b) Analyze hypothetical data to suggest a base-pay range for key positions. [10 Marks] (c) Recommend one strategy to maintain pay competitiveness. [5 Marks]	CO3	BTL-5	III
9	An organization experiences high attrition among mid-level managers. (a) Identify possible compensation-related causes for attrition. [5 Marks] (b) Propose compensation and benefits strategies to improve retention. [10 Marks] (c) Suggest how HR can evaluate the effectiveness of these strategies. [5 Marks]	CO4	BTL-6	IV
10	Examine the relationship between job-evaluation results and wage disparities using a practical case from manufacturing. (a) Identify discrepancies revealed by the job-evaluation data. [5 Marks] (b) Analyze how wage disparities impact morale and performance. [10 Marks] (c) Recommend a corrective action plan. [5 Marks]	CO2	BTL-5	II

Summary Sheet:**CO Wise**

CO	Q. No	Marks
CO1	Sec A: 1,2,3,4,5 Sec B: 1,2,14,20,22,25 Sec C: 3	
CO2	Sec A: 6,7,8,9,10 Sec B: 3,4,5 16,23 Sec C: 2,10	
CO3	Sec A: 11,12,13,14,15, 24, 25 Sec B: 6,7,8, 17, 21, 24 Sec C: 1,7,8	
CO4	Sec A: 16,17,18,19,20,21,22,23 Sec B: 9,10,11,12,13,15,18,19 Sec C: 4,5,6,9	
Total		

Unit Wise

Unit	Q. No	Marks
Unit 1	Sec A: 1-5 Sec B: 1,2,14,20,22,25 Sec C: 3	
Unit 2	Sec A: 6-10 Sec B: 3,4,5,16,23 Sec C: 2,10	
Unit 3	Sec A: 11-15,24,25 Sec B: 6,7,8, 17,21,24 Sec C: 1,7,8	
Unit 4	Sec A: 16-23 Sec B: 9-15, 18,19 Sec C: 4,5,6,9	
Total		

Blooms Taxonomy Level (BTL) Wise

BTL	Q. No	Marks
LOT	Section A	
HOT	Section B & C	
Total		

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Disclaimer: - This is a Practice Set. The Question in End term examination will differ from the Practice set. This Practice set is meant for practice only.