



**NAVRACHANA
UNIVERSITY**

a UGC recognized University

School: School of Business and Law
Program: BBA
Year: 3rd **Semester:** 5th
Examination: End Semester Examination
Examination year: December - 2021

Course Code: HR222 **Course Name:** Compensation Management
Date: 03/12/2021
Time: 02:30 pm to 04:30 pm

Total Marks: 40
Total Pages: 2

Instructions:

- Write each answer on a new page.
- Use of a calculator is not permitted.
- Draw all relevant waveforms in answer sheet only.
- * COs=Course Outcome mapping. # BTL=Bloom's Taxonomy Level mapping

Q. No.	Details	Marks	COs*	BTL#
Q.1	A) Mr. Das, newly joined HR Executive design a job of Software Engineer. He submitted the Job design to his reporting authority i.e. HR Manager. HR Manager reviewed the job design and reported that it was poorly design. As a HR manager, you need to explain the result or outcome of poorly design job to Mr. Das. What points you include in your conversation with Mr. Das to let him know about the implication of poorly design job.	5	CO1,CO2	BT1
	B) Write a Short note on: I) Factor Comparison method of Job evaluation II) Agency Process theory of Wages	5	CO2,CO3	BT1, BT2
Q.2	A) How do you design a survey for setting pay for welders? How would you design a survey for setting pay for financial managers? Do the issues differ? Will the techniques used and the data collected differ? Why or Why not?	5	CO4, CO5, CO7	BT2, BT4.
	B) Read below short case and write the answers of questions: Ian Renton is the newly appointed sales manager at Denham Pharmaceuticals, a medium sized company (small by comparison to competitor) in the area of over-the counter drugs and proprietary medicines prescription. In its early years, the company grew rapidly, marketing several related drugs developed by the founders of the business and a highly motivated and innovative research team. Selling by five or six representatives concentrated on wholesalers and larger chemist outlets. The importance of specifying, namely, general practitioners and hospitals, had always been recognized but the company did not have the resources to call personally on all UK doctors and pharmacists. The current sales force is 18 in number, some of whom have been seeking out specifies in response to leads and inquiries. These calls have been proving very effective in sales terms, although the link between specifying, stocking and end users has been hard to identify. Ian wants to encourage more detail calling as well as improving sales effort on existing accounts. A new remuneration package seems to be required to achieve these objectives.	5	CO4, CO5, CO7	BT2, BT4, BT6

Questions																												
	<p>1. Design a suitable remuneration package</p> <p>2. Point out the possible advantages and disadvantages in your own plan.</p>																											
Q.3	<p>A) At the beginning of the year Jordan company has 225 employees. The following details shows join and left employee details for the year of 2020:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3">Join and Left employee details for the year 2020</th> </tr> <tr> <th>Months</th> <th>Join (In Numbers)</th> <th>Left (In Numbers)</th> </tr> </thead> <tbody> <tr> <td>Jan</td> <td>21</td> <td>7</td> </tr> <tr> <td>Feb</td> <td>15</td> <td>12</td> </tr> <tr> <td>March</td> <td>17</td> <td>12</td> </tr> <tr> <td>April</td> <td>18</td> <td>10</td> </tr> <tr> <td>May</td> <td>20</td> <td>9</td> </tr> <tr> <td>June</td> <td>12</td> <td>15</td> </tr> </tbody> </table> <p>Calculate monthly employee turnover from the month of January 2020 to June 2020.</p>	Join and Left employee details for the year 2020			Months	Join (In Numbers)	Left (In Numbers)	Jan	21	7	Feb	15	12	March	17	12	April	18	10	May	20	9	June	12	15	7	CO5,CO6	BT2, BT3, BT4
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	<p>B) The following are the details of three employees working in the factory plant of ABB.</p> <p>Standard output: 250 units Daily working hours: 9 hours Mr. Yadav Output: 220 units Mr. Joshi's output: 270 units Mr. Pandya's Output: 251 units Higher piece rate: 5 Rs per unit Lower piece rate: 3 Rs per unit</p> <p>Which employee earns more wages as per Taylor differential piece rate system?</p>	3	CO4,CO6	BT2, BT6																								
Q.4	<p>A) Mr. Joshi, head HR shares below details of Mr. Sagar to you. As a payroll manager you are supposed to calculate earnings of Mr. Sagar for two days as per Bedaux Plan.</p> <p>Standard Time: 9 hours Rate per hour: 250 Rs.</p> <p>Day 1: Actual Time-11 hours Day 2: Actual Time- 7 hours</p>	5	CO3, CO4	BT2, BT4																								
	<p>B) Based on the following details of Mr. Parekh who is working in ABB Ltd., calculate total earning as per Halsey plan and Rowan System:</p> <p>Standard time: 18 hours Time taken: 15 hours Hourly rate: 20 per hour</p>	5	CO2, CO3	BT1, BT2																								

*****End of Question Paper*****