

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)

Chromepet, Chennai - 600 044.

M.A. HRM - END SEMESTER EXAMINATIONS - APRIL 2025

SEMESTER - IV

20PHRCT4013 - Compensation and Benefits

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

Answer any **SIX** questions ($6 \times 5 = 30$ Marks)

1. Define compensation and explain the basic objectives of compensation management.
2. Distinguish between fair wage and living wage with examples.
3. Illustrate the cafeteria approach. Is this approach beneficial? Justify.
4. Discuss on objectives and process of Job Evaluation.
5. Discuss the significance of international compensation of current scenario.
6. Elucidate the factors influencing compensation management.
7. Outline a wage structure for an executive HR compensation.
8. Describe the different methods for conducting salary survey.

Section C

I - Answer any **TWO** questions ($2 \times 10 = 20$ Marks)

9. Discuss the steps involved in process of designing compensation system.
10. Compare and contrast any three wage theories.
11. Illustrate with example the non-monetary forms of compensation.
12. Discuss any two methods of job evaluation with their advantages and disadvantages.

II - Compulsory question ($1 \times 10 = 10$ Marks)

13. Tata Motors is a mid-sized company with 200 employees. The company has recently decided to revamp its employee benefits package to improve employee satisfaction and retention. After conducting an employee survey and reviewing industry benchmarks, the HR team has developed a new benefits package that includes the following:

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Health insurance: The Company will offer a comprehensive health insurance plan that covers medical, dental, and vision expenses for employees and their dependents. The company will cover 80% of the premium cost, while employees will be responsible for the remaining 20%.

Retirement plan: The Company will offer a 401(k) plan that includes a 3% employer match on employee contributions. Employees will be eligible to enrol after six months of employment.

Paid time off: The Company will offer a flexible time-off policy that combines vacation and sick leave. Employees will be able to take time off as needed, provided that they meet their job requirements and obtain manager approval.

Wellness program: The Company will offer a wellness program that includes access to fitness classes, mental health resources, and healthy living workshops. Employees who participate in the program will be eligible for a small incentive.

Professional development: The Company will offer a professional development program that includes tuition reimbursement and opportunities for training and skill-building. Employees will be eligible to apply for the program after one year of employment.

To communicate the new benefits package to employees, the HR team will hold several informational sessions and provide employees with detailed guides and resources. The team will also solicit feedback from employees and make adjustments to the package as needed.

Overall, the new benefits package is designed to provide employees with a range of financial and non-financial benefits that can improve their health, well-being, and job satisfaction. By offering a comprehensive and competitive benefits package, Tata Motors hopes to attract and retain top talent, while also promoting a positive workplace culture.

A) What are the benefits of Employee Benefits Program in the organisation?

B) Do you think that in Tata Motors revamped benefits package can satisfy the employees? Justify your answer.
