

UNIVERSITY OF COLOMBO
FACULTY OF GRADUATE STUDIES

**Final Examination in Post Graduate Diploma in Labour Relations and
Human Resources Management – Semester II**

202/21 Online Open Book Examinations

PG Dip (LRHRmgt) - 5202 Compensation Management

9.00 AM to 12.00 Noon

Answer five (05) questions only

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1. ‘Employee compensation can be recognized as the most influential antecedent of employee motivation.’
- i. Elaborate the above statement with appropriate justifications from the practice.
(10 Marks)
 - ii. List and explain five (05) determinants of employee rewards with examples.
(10 Marks)
- (Total 20 marks)**
2. ‘Holistic and comprehensive approach to the reward management would mitigate the issues in employee relations’.
- i. Discuss the above statement and explain reward determination with the Towers and Perrin model.
(10 Marks)
 - ii. Discuss different legislative concerns for the determination of employee rewards in Sri Lanka.
(10 Marks)
- (Total 20 marks)**

3. 'Performance appraisal is an integral part of the performance management process in modern human resource management'.
- i. Critically evaluate the above statement and provide appropriate examples and evidence to support your argument.
(10 Marks)
 - ii. Recognize the role of performance management within an organization with examples.
(10 Marks)
- (Total 20 marks)**
4. 'Job evaluation has been recognized as one of the most degraded human resource practice. However, its importance has been rising in the present organizational context'.
- i. Indicate your agreement or disagreement over the above statement and justify your stand with examples.
(10 Marks)
 - ii. Introduce different job evaluation methods and their merits and demerits.
(10 Marks)
- (Total 20 marks)**
5. 'Domestic compensation relatively less complex compared to the international compensation practices'.
- i. Discuss the reasons for international compensation to be considered as more complex.
(10 Marks)
 - ii. Introduce different approaches that international / multinational organizations could use in their compensation practices.
(10 Marks)
- (Total 20 marks)**
6. i. What are the different approaches available for work measurement? Explain with examples.
(10 Marks)
- ii. Prepare a report to the board of management of a leading manufacturing organization, indicating the importance of accurate work measurement.
(10 Marks)
- (Total 20 marks)**