

UNIVERSITY OF COLOMBO - SRI LANKA

FACULTY OF MANAGEMENT AND FINANCE

Bachelor of Business Administration (Level II – Semester VII) Examination - 2017

HRM 2204 – Compensation Management

Answer all questions

Two (02) hours only

1. As per many scholarly works, there is a negative relationship between total CEO compensation and employee attitudes. Describe using the concepts of fairness and equity concerns.

(25 Marks)

2. Research suggests that poorly designed pay systems can create unintended consequences for business performance. Elucidate above statement with suitable examples.

(25 Marks)

3. Retaining and motivating employees at workplace is a challenge. As a Human Resource Manager, how would you use compensation as a strategy to eliminate above issues? Explain with practical examples.

(25 Marks)

4. Write short essays on following topics:

i. Fairness and Equity

(06 Marks)

ii. Internal Alignment and External competitiveness

(06 Marks)

iii. Employee contribution and management

(06 Marks)

iv. Job-based and person-based compensation

(07 Marks)

(Total 25 marks)
