**Compensation & Benefits**

**NMIMS Centre for Distance and Online Education (NCDOE)**

**Internal Assignment Applicable for April 2025 Examination**

**1. You are an HR Manager of newly established organization i.e. ABC Pvt. Ltd. It is a manufacturing organization of readymade garments. The worth of the job decides the salary structure which will be given to employees recruited for a particular job role. Being the HR Manager, you need to explain various methods which you can use for job evaluation by giving suitable examples.**

**Answer:**

**Introduction:**

Job evaluation is a systematic process used to determine the relative worth of different job roles within an organization. As the HR Manager of ABC Pvt. Ltd., a newly established readymade garment manufacturing company, it is essential to implement a fair and competitive salary structure. Job evaluation helps in setting equitable pay scales by assessing job responsibilities, skills, effort, and working conditions. This process ensures internal consistency, motivates employees, and attracts skilled talent. Various job evaluation methods, such as the ranking method, point factor method, and factor comparison method, help analyze and classify jobs based on their value to the organization. By using these techniques, ABC Pvt. Ltd. can create a transparent and structured compensation system that aligns with business goals.

**This is partially solved sample answer**

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**2. Ram and Rahul are two individuals working in two different organizations. Ram is paid based on number of units manufactured in a period whereas Rahul receives hike in the current year based on performance in the previous year. Identify the pay systems used by both organizations and explain other pay systems in detail. What is the utility of both pay systems as employed in both the organizations.**

**Answer:**

**Introduction:**

Compensation systems vary across organizations, influencing employee motivation and productivity. Ram is paid based on the number of units manufactured, which indicates a piece-rate pay system, where earnings depend on output. On the other hand, Rahul receives a salary hike based on past performance, signifying a performance-based pay system, rewarding employees for their contributions. Both systems aim to enhance efficiency and motivation but serve different organizational needs. Apart from these, organizations also use other pay systems like time-based pay, skill-based pay, commission-based pay, and profit-sharing. Understanding these systems helps businesses align compensation with their objectives, ensuring fairness, motivation, and productivity. Choosing the right pay structure benefits both employers and employees, leading to sustainable growth.

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**3. Mr. Vardhan wants to design a competitive compensation policy for its sales team.**

**The sales team since is responsible for the productivity and growth of organization, therefore Mr. Vardhan wants to employ a scientific and rational method to compensate the sales team. Considering above scenario, Answer the following questions.**

**A) Explain the rationale of designing a sales compensation plan.**

**Answer:**

**Introduction:**

A well-structured sales compensation plan is crucial for driving productivity and achieving business growth. Mr. Vardhan aims to design a competitive and rational compensation policy for the sales team, ensuring motivation and performance alignment. Since sales employees directly contribute to revenue generation, their compensation must be structured to reward effort, skills, and results. A scientific approach considers factors like market trends, industry benchmarks, and organizational goals. By implementing an effective plan, businesses can enhance sales efficiency, reduce turnover, and maintain a motivated workforce. A well-balanced strategy ensures fairness, competitiveness, and sustainable business success.

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**B) What factors are kept in mind by HR Practitioner while designing a Sales compensation plan for Mr. Vardhan.**

**Answer:**

**Introduction:**

Designing a competitive sales compensation plan requires a strategic approach to align employee motivation with business goals. Mr. Vardhan seeks a scientific and rational method to compensate his sales team, ensuring productivity and organizational growth. HR practitioners must consider key factors such as industry standards, company profitability, sales targets, employee performance, and market competitiveness. The plan should balance fixed and variable pay, including incentives, commissions, and bonuses, to drive motivation and retention. A well-structured compensation strategy ensures fairness, enhances sales performance, and fosters long-term business success while maintaining cost-effectiveness for the organization.

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