



**THE UNIVERSITY OF THE WEST INDIES
FIVE ISLANDS CAMPUS**

Semester II

Examinations of APRIL/MAY 2023

Course Code: MGMT3062
Course Title: Compensation Management
Date of Assessment: Monday May 8, 2023
Duration: Two (2) Hours
Time: 9:00 am

INSTRUCTIONS TO CANDIDATES:

This paper has 2 pages and 4 questions.

YOU ARE REQUIRED TO ANSWER ALL QUESTIONS.

THIS ASSESSMENT IS WORTH 60 % OF YOUR FINAL GRADE.

GENERAL INSTRUCTIONS:

Students are Required to Answer ALL questions in Section 1 and Section 2

PLEASE TURN OVER

ANSWER ALL QUESTIONS IN SECTION I AND SECTION 2

SECTION 1

QUESTION 1 – ESSAY QUESTION

Instructions: Answer the question below. Please be sure to refer to the relevant concepts and theories discussed in class **(30 marks).**

The compensation profession is expected to grow at a healthy pace through the year 2026. Based on your understanding of how the chapter material blends together. **DISCUSS** what might be some reasons for this anticipated growth.

SECTION 2

QUESTION 2 – SHORT ANSWER

Instructions: Answer all **THREE (3)** questions **(10 marks each)**

1. Compare and contrast person-focused pay and job-based pay. List 5 advantages of person-focused pay to employers.
2. When considering compensation for employees, the goal is to be fair in administering benefits always and so with that in mind, how would you handle free riders?
3. Should companies abandon traditional performance appraisal methods in favor of frequent conversations about employee performance? Explain your response.

END OF QUESTION PAPER