**JAIPURIA INSTITUTE OF MANAGEMENT, INDORE**

**PGDM**

**FOURTH TRIMESTER (Batch 2019-21)**

**END TERM EXAMINATION, OCT- NOV-2020**

|  |  |  |  |
| --- | --- | --- | --- |
| Course Name | **Compensation Management** | Course Code | **403** |
| Max. Time | **2 hours** | Max. Marks | **40** |

**INSTRUCTIONS:** All questions are compulsory. **Any similarity with any internet based content or answers of your peer group submissions, would result into getting an ‘F’ grade in the exams**.

**Question.1.** In an automobile company the performance of each manager is judged on the following three areas -

* + Achievement of divisional/departmental targets (75%)
  + Peer and subordinate’s feedback (15%), &
  + Director’s review (10%).

*Your task:* To ensure divisional target fulfilment, please design a complete rewards basket with 80-85 % as a mix of fixed and statutory rewards, and the remaining as variable pay components. Provide your rationale for the rewards basket. (20 Marks)

**Question.2.** Please find below the Job Description (JD) of a Management Trainee for a leading FMCG company in India. You are required to –

a). Identify three key domain knowledge areas and three key skills that you think are desired for the candidate who qualifies for the JD. (*You can refer to your understanding of KSA - Knowledge, Skills and Abilities*). Also, rank them in order of importance.

b) On the basis of entire JD, please draw a compensation and benefits structure. This should include at least ten components of compensation/benefits and additional performance based incentives for individual targets and team level targets. You must provide a suitable breakup of the CTC mentioned in the JD below. (20 Marks)

**Functional Area: Sales & Marketing**

**Position: Management Trainee - Sales**

**Job Description**:

* Relationship development with the Architects Contractors and Builders.
* Handling Institutional Project Sales.
* Business development within the territories.
* Opportunity Mapping.
* Execution of marketing activities with the designated territory.
* To acquire new corporate clients in the specified region / market
* To achieve the sales / revenue targets
* To create / maintain excellent relationships with clients and be able to tailor products pitch according to their specifications.
* Ensure timely collection of payments from clients
* Fulfillment of Sales quota annually via New Sales acquisition
* Give business presentations to senior management team.
* To map potential sectors, to achieve target plan.
* Developing new ideas to achieve sales growth.
* Interact regularly with the clients to ensure a committed and partnership based relationship.
* Comply with Sales process and mechanism of the company to ensure Business Professionalism & Integrity.
* Aggressive to convert sales & achieve targets.
* Excellent oral and written skills. Creating enthusiastic customer base by selling our leading products and services.
* Planning & achieving sales targets through direct sales .

**Location: Delhi / NCR and ready to Travel when required**

**Total CTC: 4.53 Lakh per annum** (80 % fixed and 20% variable)

\*\*\*\*\*