**JAIPURIA INSTITUTE OF MANAGEMENT, INDORE**

**PGDM**

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

**END TERM EXAMINATION (Improvement), 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. Please suggest a complete compensation plan and rewards basket with 80 % as a mix of fixed and statutory rewards, and the remaining 20% as pay-for-performance part. You only need to suggest the percentages of at least 10 components of compensation (both monetary and non-monetary) as per class discussions. (20 Marks)**

**Question.2. Please draw a compensation structure for an Executive-Sales for a leading electrical company in India. 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 based on the information provided below. (20 Marks)**

**Functional Area: Sales & Marketing**

**Position: Executive - Sales**

**Job Description**:

* Relationship development with the Architects Contractors and Builders.
* Handling Institutional Project Sales.
* 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.
* Developing new ideas to achieve sales growth.
* 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.

**Total CTC: 6.25 Lakhs per annum** (60 % fixed and 40% variable)

\*\*\*\*\*