



FINAL EXAMINATION

**BACHELOR OF BUSINESS ADMINISTRATION (HONOURS)
HUMAN RESOURCE MANAGEMENT**

**COURSE : COMPENSATION AND BENEFITS /
COMPENSATION MANAGEMENT**

COURSE CODE : HRM4193/HRM4053

DURATION : 3 HOURS

INSTRUCTIONS TO CANDIDATES:

1. This question paper consists of **TWO (2)** parts : PART A (4 questions)
: PART B (3 questions)
2. Answer ALL questions from Part A and Part B in the Answer Booklet provided.
3. Please check to make sure that this examination pack consists of:
 - i. The Question Paper
 - ii. An Answer Booklet
4. Do not bring any material into the examination hall. Electronic calculator is allowed.
5. Please write your answer using permanent ink.

MYKAD NO./

PASSPORT NO. : _____

ID. NO. : _____

LECTURER : _____

SECTION : _____

DO NOT OPEN THIS QUESTION PAPER UNTIL YOU ARE TOLD TO DO SO

This question paper consists of 3 printed pages including the front page

PART A: STRUCTURED

Instruction: Answer ALL questions.

1. Explain **FOUR (4)** policy components in the Pay Model. (10 marks)
2. Describe **FIVE (5)** key types of data that should be gathered in the development of a compensation survey. (10 marks)
3. Discuss **FIVE (5)** methods through which an organization can communicate its benefits package to employees. (10 marks)
4. Describe **FIVE (5)** ethical challenges faced by Human Resource professionals in managing employee compensation. (10 marks)

(TOTAL: 40 MARKS)

PART B: ESSAY**Instruction: Answer ALL questions.**

1. Assess **FIVE (5)** core competencies that a Project Manager at ABC Construction Sdn. Bhd. should possess.

(20 marks)

2. As a Payroll Consultant, you are required to design a pay structure for the position of Project Manager in a newly established ABC Construction Sdn. Bhd. Using compensation survey data provided in Table 1, present an appropriate pay structure for the position.

(20 marks)

Company	Minimum (RM)	Median (RM)	Maximum (RM)
Company A	7,000	9,000	11,000
Company B	7,500	9,500	12,000
Company C	8,000	10,000	12,500
Company D	7,200	9,300	11,800
Company E	7,800	9,800	12,200

Table 1: Market survey data for a Project Manager

3. Interpret **FOUR (4)** categories of individual incentive plans as short-term pay-for-performance plans.

(20 marks)

(TOTAL: 60 MARKS)
(TOTAL: 100 MARKS)

END OF QUESTION PAPER

