

NMIMS Centre for Distance and Online Education (NCDOE)

Course: Compensation & Benefits

Internal Assignment Applicable for Jun 2026 Examination

Assignment Marks: 30

Instructions

- *All Questions carry equal marks*
- *All Questions are compulsory*
- *All answers to be explained in not more than 1000 words for question 1 and 2 and for question 3 in not more than 500 words for each subsection. Use relevant examples, illustrations as far as possible*
- *All answers to be written individually. Discussion and group work is not advisable.*
- *Students are free to refer to any books/reference material/website/internet for attempting their assignments, but are not allowed to copy the matter as it is from the source of reference.*
- *Students should write the assignment in their own words. Copying of assignments from other students is not allowed*
- *Students should follow the following parameter for answering the assignment questions*

For Theoretical Answer	
Assessment Parameter	Weightage
Introduction	20%
Concepts and Application related to the question	60%
Conclusion	20%

For Numerical Answer	
Assessment Parameter	Weightage
Understanding and usage of the formula	20%
Procedure / Steps	60%
Correct Answer & Interpretation	20%

PLEASE NOTE: This assignment is application based, you have to apply what you have learnt in this subject into real life scenario. You will find most of the information through internet search and the remaining from your common sense. None of the answers appear directly in the textbook chapters but are based on the content in the chapter

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Q1 A mid-sized manufacturing company recently experienced a workplace accident resulting in permanent partial disablement for three employees. The company failed to pay the required compensation within one month of it becoming due. The Commissioner has issued a notice, warning of recovery of arrears, interest at 6% per annum, and a possible penalty of up to 50% of the amount due, citing lack of justification for the delay. The HR department must now respond to the Commissioner and implement corrective measures to avoid further legal and financial repercussions. As the HR Manager of a mid-sized manufacturing company, you discover that several employees have not received their compensation for permanent partial disablement within the statutory one-month period. The Commissioner is considering imposing both interest and a penalty on the company. How would you apply the relevant provisions of the Workmen's Compensation Act to address this situation, ensure compliance, and prevent future violations?

(10 Marks)

Q2 A large conglomerate with manufacturing, sales, and IT divisions is reviewing its compensation strategy. Currently, the manufacturing unit uses a piece rate system, the sales team is on commission, and the IT division employs a skill-based pay model. Employee surveys reveal mixed feelings: manufacturing workers feel pressured and undervalued, sales staff are concerned about unethical practices, and IT employees appreciate skill-based pay but worry about subjective assessments. Management is considering a unified approach to compensation to improve morale and performance. Evaluate the equity and motivational impact of the various compensation systems (piece rate, commission, bonus, skill-based, and merit pay) described in the scenario. Which system would you recommend for a diversified organization seeking to balance productivity, fairness, and employee satisfaction, and why?

(10 Marks)

Q3 (A) A diversified services company is restructuring its workforce and implementing broadbanding to simplify its pay structure. Many employees are anxious about how the changes will affect their compensation and benefits, especially regarding statutory

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entitlements and performance-based rewards. The HR team is tasked with designing a communication plan that clarifies the new system, addresses employee concerns, and maintains motivation and trust throughout the transition. Create a strategic compensation and benefits communication plan for a diversified services company undergoing restructuring and broadbanding of pay grades.

(5 Marks)

- Q3 (B)** A large IT services firm with 2,000 employees has implemented broadbanding to simplify its pay structure after a major restructuring. Employees are confused about how their new compensation aligns with their roles, experience, and statutory benefits like provident fund and ESI. Some feel that individual contributions are not adequately recognized, leading to concerns about fairness. The HR director must create a communication strategy that clarifies the new system, addresses equity concerns, and educates employees about all elements of their compensation. Develop a compensation and benefits communication framework for a large IT services firm that has recently restructured its pay bands using broadbanding.

(5 Marks)
