**COMPENSATION ADN BEVEFITS**

**JUNE 2023**

**1 CONSTRUCT Pvt Ltd. is a newly set up construction company in Mumbai and the company is in the process of determining the pay structure in the organization. Currently the company has 50 employees in the sales department. As an HR Manager of company, discuss which individual compensation plans you can use to motivate these 50 sales department employees to meet the targets.**

Answer:

As an HR Manager for CONSTRUCT Pvt Ltd., designing a compensation plan for the 50 employees in the sales department is a critical aspect of building a motivated and productive workforce. A well-designed compensation plan can help attract, retain and motivate employees, and also align their goals with the company's objectives. In this article, we will discuss the individual It is only half solved

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**2 WESTEROES Pvt Ltd is a decade old IT Company from Pune. You are hired as an HR Consultant and you are expected to identify and suggest to the management appropriate approach to job evaluation. Enlist the different approached to job evaluation and suggest an appropriate one to the company.**

As an HR consultant, one of the critical responsibilities is to evaluate the job roles and compensation structure of an organization. A job evaluation is the process of determining the relative worth of different jobs within an organization. It helps in determining the appropriate pay and benefits for

**3.INFOTICS is a well-known IT Company in India since 2000. The company is planning to revise the compensation structure. In this background answer the following:**

**a. What could be the components of direct pay structure?**

Direct pay structure refers to the compensation that an employee receives in the form of salary, wages, and bonuses. In revising the compensation structure, INFOTICS, a well-known IT company in India since 2000, needs to consider various components that make up the direct pay structure. The