**Compensation & Benefits**

**December 2023 Examination**

**Q1) ABC Metallurgicals Pvt Ltd is a medium scale manufacturer engaged in producing castings (big, medium & small) for the auto industry. It proposes to set-up a new plant in the vicinity of Pune, Maharashtra and their MD has approached you to design their Compensation structure. Explain briefly how you would proceed from the principles. (10 marks)**

**Ans 1.**

**Introduction**

Compensation design is an integral aspect of an organization's human resource strategy, directly influencing its ability to attract, retain, and motivate employees. For a medium-scale manufacturer like ABC Metallurgicals Pvt Ltd, which is on the verge of expanding its operations with a new plant in Pune, the compensation structure must reflect both the competitive landscape of the metallurgical and auto industry and the local economic dynamics. To create a robust compensation framework for the company, it is essential to understand the company's overarching goals, the industry benchmark, the characteristics of

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**Q2) The M.D of a big hospital has approached you to solve the problem of manpower attrition. It seems that good people are being recruited but they are leaving after two or three years which is not only hampering service to patients but is also affecting the hospital’s reputation. He wants you to study the situation and recommend appropriate strategies. What will your strategy be to improve the situation in the hospital? (10 marks)**

**Ans 1.**

**Introduction**

High rates of attrition, especially within medical institutions, are more than just a challenge; they represent a substantial threat to the quality of healthcare provided and the institution's reputation. When the best of talent leaves after a short duration, it's indicative of deep-rooted systemic issues, often transcending mere monetary concerns. Attrition can be the outcome of various factors, ranging from the workplace environment, compensation, work-life balance, professional growth opportunities, to the organizational culture. Addressing this problem

**Q3) Get-well hospitals is a reputed chain of hospitals in the southern part of the country and recently they have decided to open a branch in a city in Western India. As a first step they had advertised for the position of “Staff Nurses” with nursing qualification and adequate experience. From the numerous applicants they selected fifteen ladies from diverse background, w.r.t age, qualification, experience, attitude, physical fitness & communication skill.**

**Q3a) The “Administrator” of that hospital wants you to design an appropriate scheme so that they can rank these ladies (from best to last) and give them the compensation befitting their worth to the orgn. Discuss the “scheme” that you would design to assess these ladies. Their requisite Job Description & Job Specification is given below. (5 marks)**

**Ans 3a.**

**Introduction**

Determining compensation for employees based on their value to the organization demands a strategic approach, particularly in the sensitive and critical domain of healthcare. Given the diversity in the profiles of the fifteen staff nurses in terms of age, qualification, experience, attitude, physical fitness, and communication skills, it's essential to establish a scheme that

**Q3b) You are requested to suggest how the selected persons can be compensated. (5 marks)**

**Job Description**

**i) Monitor and record vital health parameters of indoor patients & communicate to attending doctor in case of any abnormalities**

**ii) Provide proper medication to individual patients as per doctor’s advice**

**iii) Accompanying Resident Doctor/Specialist on rounds and act on their advice**

**iv) Maintain patient hygiene as well as in the hospital ward by directing cleaning staff**

**v) Maintain liaison with Dietician regarding food for individual patients**

**vi) Maintain liaison with Lab for doctor prescribed tests and place report to doctor**

**vii) Be kind to patients, especially while dealing with elderly ones**

**viii)Be always cautious to identify any life-threatening deterioration in patient’s health**

**Job Qualification**

**i) Must have appropriate “Nursing” qualifications & at least seven years of ward experience out of which three years should be in a big hospital.**

**ii) Must be physically fit & quite agile to give effective care to each patient**

**iii) Must be able to communicate in local language, English and preferably Hindi**

**iv) Must have good knowledge about what emergency medicine to use in which situation.**

**v) Should be having good behaviour & capable of providing emotional support**

**vi) Should be having technical competence to computerize all medical records**

**vii) Should be able to handle specialised medical equipment like ventilator, PAP**

**Ans 3b.**

**Introduction**

Staff nurses are pivotal to the seamless functioning of a hospital, playing a role that is both clinically essential and emotionally supportive for patients. Given the diverse background of the nurses selected by Get-well hospitals, a comprehensive compensation package should reflect not just their educational qualifications and experience, but also their multi-faceted