18 Lecture - MGT211

Important Subjective

1. **What is compensation?**
   Answer: Compensation refers to the payment or reward given to an employee in exchange for the work or services rendered to the organization.

2. **What are the components of a compensation package?**
   Answer: The components of a compensation package may include salary, bonuses, incentives, health benefits, retirement benefits, and other perks such as employee discounts and flexible work arrangements.

3. **What is the importance of offering competitive compensation and benefits?**
   Answer: Offering competitive compensation and benefits helps attract and retain talented employees, improve employee morale and job satisfaction, and increase productivity and overall organizational performance.

4. **How can an organization determine a fair and competitive salary for its employees?**
   Answer: Organizations can determine a fair and competitive salary by conducting market research and analyzing industry and regional salary trends, evaluating the employee's job duties and responsibilities, and considering the organization's budget and compensation philosophy.

5. **What are the different types of benefits an organization can offer its employees?**
   Answer: The different types of benefits an organization can offer its employees include health insurance, dental insurance, vision insurance, retirement benefits, life insurance, disability insurance, and flexible work arrangements.

6. **What is job evaluation, and how is it used in determining compensation?**
   Answer: Job evaluation is a process of determining the relative worth or value of different jobs within an organization. It is used in determining compensation by evaluating factors such as job duties and responsibilities, required skills and knowledge, and the impact of the job on the organization's success.

7. **What is the role of employee benefits in employee retention?**
   Answer: Employee benefits can play a significant role in employee retention by providing employees with incentives to remain with the organization, improving job satisfaction and morale, and enhancing work-life balance.

8. **How can an organization design an effective incentive program?**
   Answer: An organization can design an effective incentive program by setting clear, achievable goals and targets, establishing fair and transparent performance metrics, and providing meaningful rewards that align with **employee goals and objectives.**

9. **How can an organization manage compensation and benefits costs while still providing competitive packages?**
   Answer: An organization can manage compensation and benefits costs by regularly reviewing and adjusting its compensation packages to remain competitive, negotiating favorable rates with benefit providers, and promoting employee wellness and prevention to reduce healthcare costs.

10. **What is the importance of regularly reviewing and updating compensation and benefits packages?**
    Answer: Regularly reviewing and updating compensation and benefits packages is important to ensure that the organization remains competitive in attracting and retaining top talent, reflects changes in industry and market trends, and aligns with the organization's overall strategy and goals.