



**FACULTY OF BUSINESS**

**FINAL EXAMINATION**

Student ID (in Figures) : 

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Student ID (in Words) : \_\_\_\_\_  
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Course Code & Name : **HRM2003 Benefits**  
Semester & Year : September – December 2022  
Lecturer/Examiner : Wan Ahmad Asrar Nik @ Wan Yahya  
Duration : 3 Hours

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**INSTRUCTIONS TO CANDIDATES**

1. This question paper consists of 2 parts:  
PART A (60 marks) : FOUR (4) short answer questions. Answers are to be written in the Answer Booklet provided.  
PART B (40 marks) : TWO (2) essay questions. Answers are to be written in the Answer Booklet provided.
2. Candidates are not allowed to bring any unauthorized materials except writing equipment into the Examination Hall. Electronic dictionaries are strictly prohibited.
3. This question paper must be submitted along with all used and/or unused rough papers and/or graph paper (if any). Candidates are NOT allowed to take any examination materials out of the examination hall.
4. Only ballpoint pens are allowed to be used in answering the questions, with the exception of multiple-choice questions, where 2B pencils are to be used.

**WARNING:** The University Examination Board (UEB) of BERJAYA University College regards cheating as a most serious offence and will not hesitate to mete out the appropriate punitive actions according to the severity of the offence committed, and in accordance with the clauses stipulated in the Students' Handbook, up to and including expulsion from BERJAYA University College.

**PART A**

**INSTRUCTION (S)**

**: SHORT ANSWER QUESTIONS (60 MARKS)**

: Answer all **FOUR (4)** short answer questions. Write your answers in the Answer Booklet (s) provided.

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**Question 1**

- a. Define benefit. (1 mark)
- b. Describe the following:
  - i. **TWO (2)** categories of benefits. (4 marks)
  - ii. **TWO (2)** sources of benefits. (4 marks)
  - iii. **THREE (3)** fundamental roles of benefits. (6 marks)

**[Total: 15 marks]**

**Question 2**

- a. Describe the following:
  - i. **FOUR (4)** statutory benefits in Malaysia. (8 marks)
  - ii. **THREE (3)** types of justice perception about reward distribution. (6 marks)
- b. Provide **ONE (1)** example benefits that employers can get incentives. (1 mark)

**[Total: 15 marks]**

**Question 3**

- a. Define employee productivity. (1 mark)
- b. Explain benefit psychological contract in promoting productivity. (5 marks)
- c. Describe **THREE (3)** economic dimensions of employee benefits. (6 marks)
- d. State **THREE (3)** types of employee benefits that enhance productivity. (3 marks)

**[Total: 15 marks]**

**Question 4**

- a. Define employer-sponsored retirement plan. (1 mark)
- b. Explain Private Pension Administrator of Malaysia (PPA). (5 marks)
- c. Describe **THREE (3)** reasons how contributions in private retirement scheme can benefit employees. (6 marks)
- d. Provide **THREE (3)** examples of Malaysian private retirement scheme (PRS) providers. (3 marks)

**[Total: 15 marks]**

**END OF PART A**

**PART B**  
**INSTRUCTION (S)**

**: ESSAY QUESTIONS (40 MARKS)**

: Answer all **TWO (2)** essay questions. Write your answers in the Answer Booklet (s) provided.

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**Question 1**

Besides having contributed to compulsory health and insurance schemes, employers also, at their discretion, can provide sponsored health care benefits to their employees whether using own funds or insurance.

- a. Illustrate **FIVE (5)** core medical benefits offered by an insurance company to employees. (15 marks)
- b. Explain how healthcare benefits influence corporate performance. (5 marks)

**[Total: 20 marks]**

**Question 2**

In Malaysia, the core employee benefits are outlined in the Employment Act 1955. This includes a guidelines list that all employees are required to abide by.

- a. Analyze **FOUR (4)** scopes of employee benefits granted by the law. (16 marks)
- b. Suggest **FOUR (4)** other benefits that should be made compulsory by the law. (4 marks)

**[Total: 20 marks]**

**END OF EXAM PAPER**