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Total Number of Pages: 01

MBA
MGT403C

4th Semester Back Examination – 2016-17
COMPENSATION AND REWARD MANAGEMENT
BRANCH(S): MBA
Time: 3 Hours
Max Marks: 70
Q.CODE:Z574

Answer Question No.1 which is compulsory and any five from the rest.
The figures in the right hand margin indicate marks.

- Q1 **Answer briefly the following questions:** (2 x 10)
- a) Outline the methods of job evaluation?
 - b) What is meant by incentives?
 - c) What is collective bargaining?
 - d) What is living wage?
 - e) What is broad banding?
 - f) Outline criteria of wage fixation.
 - g) Differentiate wage and salary.
 - h) What are the wage differentials?
 - i) Outline different types of group incentive plans.
 - j) What are the components of wages?
- Q2 Explain the reward management system with the distinguished components of financial and non-financial rewards. (10)
- Q3 Briefly describe the trends in compensation management. (10)
- Q4 Describe method of Collective Bargaining for wages (10)
- Q5 What is Compensation? Describe 3P's of compensation. (10)
- Q6 Outline different theories of Wages. Explain Wage Fund theory of wages. (10)
- Q7 Discuss the structure, scope and functions of wage board. (10)
- Q8 **Write short notes(any Two):** (5 x 2)
- a) Executive compensation.
 - b) Methods of wage determination in India.
 - c) Methods of payment of wages.