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Total Number of Pages : 02

MBA
15MNG305C

3rd Semester Regular/Back Examination 2018-19
COMPENSATION MANAGENT (CM)

BRANCH : MBA

Time : 3 Hours

Max Marks : 100

Q.CODE : E408

Answer Question No.1 (Part-1) which is compulsory, any EIGHT from Part-II and any TWO from Part-III.

The figures in the right hand margin indicate marks.

Part- I

Q1 Short Answer Type Questions (Answer All-10) (2 x 10)

- a) Define compensation.
- b) What is variable pay?
- c) What is living wage?
- d) What do you mean by wage differentials?
- e) What is take home salary?
- f) What are the fringe benefits?
- g) What is ESOP?
- h) What is DA?
- i) What do you know about pay commission?
- j) What is the objective of wage board?

Part- II

Q2 Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6X8)

- a) Distinguish between wage and salary.
- b) Throw light on the principles of wage and salary administration.
- c) Discuss the criteria for wage fixation.
- d) Discuss the factors affecting wage and salary structure in an organization.
- e) What are non-financial incentives? Explain its importance.
- f) What do you mean by compensation survey ? Write a note on pay for performance.
- g) What is job evaluation? What are the objectives of job evaluation?
- h) Discuss the components of executive remuneration.
- i) Explain the current issues in compensation management.
- j) Discuss different objectives of wage policy.
- k) What are the consequences of pay dissatisfaction?
- l) What is 3p compensation concept? Discuss the new trends in compensation system.

Part-III

Long Answer Type Questions (Answer Any Two out of Four)

- Q3** MNCs operating in India have influenced the salary structure of Indian Organizations – Substantiate. **(16)**
- Q4** How does effective compensation management help an organization to achieve strategic objectives? **(16)**
- Q5** Explain various theories of wage. **(16)**
- Q6** Discuss the institutional mechanisms available in India for wage determination and fixation. **(16)**