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GIET UNIVERSITY, GUNUPUR – 765022
M. B. A (Third Semester) Regular Examinations, January – 2024
21MBAHR23003 - Compensation & Benefit Management

Time: 3 hrs

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A**(2 x 10 = 20 Marks)**Q.1. Answer **ALL** questions

	CO #	Blooms Level
a. State the meaning of compensation.	CO1	K2
b. Define compensation management.	CO1	K2
c. How to fix the wage structure?	CO2	K2
d. Define dearness allowance.	CO2	K2
e. State the term industrial dearness allowance.	CO2	K2
f. Define Executive Compensation.	CO3	K2
g. List any three features of executive remuneration.	CO3	K2
h. State the meaning of wage boards.	CO4	K2
i. Define the term broad banding.	CO4	K2
j. State the advantages of National Commission on Labour-2.	CO5	K2

PART – B**(8 x 5 = 40 Marks)**Answer **ALL** questions

	Marks	CO #	Blooms Level
2. a. Discuss the different types of compensation. (OR)	8	CO1	K4
b. Differentiate between salary and wages.	8	CO1	K4
3.a. Define VDA and how to calculate it ? (OR)	8	CO2	K3
b. Describe incremental system and what are its benefits.	8	CO2	K4
4.a. State the meaning of executive compensation and what are the criteria of fixing it? (OR)	8	CO3	K3
b. Why managers should be paid more? Justify.	8	CO3	K4
5.a. Discuss the Factors affect Salary On A Pay Grade. (OR)	8	CO4	K4
b. Explain the types of wage differentials.	8	CO4	K3
6.a. Describe the roles & responsibilities of the HR dept. in managing compensation. (OR)	8	CO5	K4
b. Discuss the impact of globalization of compensation.	8	CO5	K4

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