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M. B. A. (Third Semester) Examination,

April-May 2020 / NOV-DEC 2020

(New Scheme)

(Specialization : Human Resource Management)

(Management Branch)

COMPENSATION MANAGEMENT

Time Allowed : Three hours

Maximum Marks : 80

Minimum Pass Marks : 32

Note : Attempt any eight questions. Internal choices are given. Each question carries equal marks.

- 1. What is compensation management? What are its elements? Explain.**
- 2. How compensation system is designed? What factors influence effective compensation?**

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3. Write notes on any **two** economic theories :
 - (i) Subsistence theory
 - (ii) Wage fund Theory
 - (iii) Marginal Productivity Theory
4. What do you understand by Executive Compensation?
Why is it different from other compensation plans?
5. Define Internal and External Equity in compensation.
Describe its methods with suitable example.
6. Explain the concept of Performance Management system. Also describe its process.
7. What do you understand by different components of compensation packages? Also explain its suitability for different industries.
8. Write short notes on : (any **two**)
 - (i) Worker's Compensation Act
 - (ii) Minimum Wages Act
 - (iii) Payment of Bonus Act
 - (iv) Equal Remuneration Act

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9. Enlist various Institutions or Machineries are related to Reward system. Describe its significance.
10. Describe the concept and associated regulations of wages with that to productivity with specific reference to public and private sector firms.