

Roll No.....

Total Pages: 2
13551

MBA/M-17
COMPENSATION MANAGEMENT
Paper: MBA-HRM-405

Time: Three Hours

Maximum Marks: 70

Note: Attempt any eight questions from the Part A and each question carries 5 marks.
Attempt any three questions from B and each question carries 10 marks.

Part-A
(Short Answer Type Questions)

1. Principle of equity in compensation plan.
2. Linkage between incentives and productivity.
3. Define living wage and fair wage.
4. Payment by results.
5. Marginal theory of compensation.
6. Approaches to deal with the workforce redundancy.
7. Objectives and main features of the Workman's Compensation Act, 1923.
8. Main elements of executive compensation.
9. Wage differentials in compensation management.
10. Expatriation and Repatriation concept.

Part-B
(Long Answer Type Questions)

11. Identify the main components of compensation package of employees in Indian Organisations. Discuss in detail.
12. What is equity in compensation management? How do equity considerations affect compensation management?

13. What are the tax implications of various components of compensation package?
14. What is the scope and application of the Payment of Bonus Act, 1965? Discuss the provisions regarding payment of minimum and maximum bonus and calculation of bonus under the Act.
15. Discuss the international compensation management practices and also discuss the influence of culture on compensation in the context of compensation strategies of international firms.