

Roll No.

9/5/19
Total Pages : 2

OMMS/M-19

13051

COMPENSATION MANAGEMENT

Paper : HRM-405

Time : Three Hours]

[Maximum Marks : 70

Note : Attempt any *eight* questions from Part-A and any *three* from Part-B.

PART-A

1. Short answer type questions :

- (a) Explain the nature and goals of compensation management.
- (b) What is the principle of equity in compensation management ?
- (c) What do you mean by fringe benefits ? What is their objective ?
- (d) How do managers deal with the workforce redundancy ?
- (e) What do you mean by expatriate's compensation ?
- (f) Explain tax implication of employee compensation package to the employer.
- (g) Define the concepts of minimum wages, fair wages and living wages under the Minimum Wages Act, 1948.

(h) What is the object of Payment of Wages Act, 1936 ?

(i) What is the object of wage boards in India ?

(j) What do you mean by Payment-by-Results and how does it motivate employees ?

PART-B

2. What are the principles of compensation management ? Also identify the main components of compensation package of employees.

3. Explain the behavioural theories of compensation with their limitations.

4. What do you mean by wage differentials ? Explain the determinants of inter and intra wage differentials. Give suitable examples to support your answer.

5. What is the liability of employer for compensation and in what conditions he is liable ? What is the mode of calculation of amount of compensation under the Compensation Act, 1923 ?

6. Evaluate the recommendations of 6th Pay Commission for state employees.