

MMS/DX: 6206

HRM-304: Compensation Management

Time : 3 Hours]

[Maximum Marks : 70

Note: Attempt five questions in all. Question No. 1 is compulsory. All questions carry equal marks.

Q1 Explain in brief:

- (a) Principle of equity in compensation plan.
- (b) Linkage between incentives and productivity
- (c) Skill based pay
- (d) Living wage.
- (e) Compensation differentials
- (f) Fringe benefits
- (g) Profit sharing plan

Q2 Briefly explain the micro and macro economics theories related to compensation

Q3 What are the factors that are kept in mind by HR manager while designing the compensations package

of the following:

- a) Chief executive.
- b) Senerior Managers
- c) R & D staff

- Q4 Explain various statutory provisions governing different components of reward system.
- Q5 What are major components of compensation packages? How do these components motivate employees for better performance?
- Q6 Discuss various compensation practices adopted by multi national corporations.
- Q7 Do you approve inter and intra industry compensation differentials ? Yes or No. , why? justify your answer.
- Q8 What role do wage boards & pay commission play in the determination of wages and salaries