

MMS/M-16
COMPENSATION MANAGEMENT
PAPER-HRM-405

Time Allowed: 3 Hours

Maximum Marks: 70

Note: Attempt any eight questions from part-A. And any three Questions from part-B.

Part-A

1. Concept and objective for fringe benefit and supplementary benefits.
2. Main characteristics of an effective performance reward plan.
3. What is incentive stock option?
4. Essential elements of executive compensation.
5. Intrinsic rewards.
6. Employee's perspective on compensation management.
7. Fair wage, Living wage and Minimum wage.
8. Explain Neo-Keynesian distribution theory.
9. Object of the payment of wages act, 1936.
10. Structure of Wage Boards.

Part-B

11. Elaborate the concept and perspectives on compensation management. Why is compensation management important for an organization, employees and society?
12. What are determinants of inter and intra industry compensation differentials?
Give suitable examples to support your answer.
13. Explain the provisions of payment of wages and deductions from wages under the payment of Wages Act, 1936.
14. Critically review 6th pay commission recommendations for state employees.
15. Identify the most widely followed elements which a MNC considers while deciding expatriate's compensation package.