

Roll No.

Total No. of Pages : 2

MMS/D11 6106

Compensation Management

Paper : HRM-304

Time : Three Hours]

[Maximum Marks : 70

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

1. (a) Internal and External equity in compensation system
(b) Competency based pay
(c) Incentives and Fringe benefits
(d) Wage Differential
(e) Motivational issues in compensation
(f) Knowledge based pay
(g) Essential characteristics of effective incentive plans.
2. What are the objectives and principles of compensation management ?
Also identify main components of compensation package of employees.
3. What is Equity ? What do you understand by internal and external equity ? How do equity considerations affect compensation management ?
4. Discuss compensation management practices adopted by multinational corporations.
5. Discuss the 'Payment of Wages Act, 1936' governing compensation in India.

6. Discuss the nature, constitution and functions of Wage Boards.
7. What is executive compensation ? What are the principles governing executive compensation ?
8. What do you mean by 'Fringe benefits' ? What are different types of fringe benefits available to employees ?.