

Roll No.....

**13284**

**MIVIS/M-14**  
**COMPENSATION MANAGEMENT**  
**Paper: HRM-405**

Time: Three Hours]

[Maximum Marks : 70

Note: Attempt eleven questions in all. Part -A comprises of ten short answer type questions of 5 marks each. Part –B comprises offive questions of 10 marks each. Attempt any eight Questions from Part A and any 3 Questions from Part-B

**PART—A**

1. Briefly discuss the major provisions of Workmen Compensation Act, 1923.
2. Describe the various types of equity that should be a part of an equitable compensation and reward system.
3. Examine the role of various government bodies and legal authorities in administering the wage system in India.
4. Define Incentive Plan? Compare individual incentive plans, team based incentive plans and organizational incentive plans.
5. Elucidate the various tools and techniques which could be considered while framing a compensation package for a Research & Development Professional working in IT firm.
6. What is Workforce Redundancy? Discuss V ar ious approaches used for managing Workforce redundancy.
7. Discuss the various deductions which are authorized under Payment of Wages Act, 1936.
8. Describe the procedure of revision of minimum 'wages as prescribed under Minimum Wages Act 1948.
9. What action can the government take when companies violate statutory guidelines relating to executive compensation?
10. Discuss various Pay for Performance Plans widely used by employers these days.

**PART -B**

11. What are the basic components of a compensation and reward system? What innovations have

organisations introduced in each of these components because of an increasingly competitive business environment?

12. Discuss the major objectives of MNCs regarding compensation policies. What are the main factors that the MNCs take into account while deciding expatriates salary, allowances and benefits?

13. Critically evaluate the role of pay commissions in India in establishing an equitable compensation system.

14. Discuss the concept of Fringe Benefit and their administration in Organisations. Discuss the status and tax implications of fringe benefits in Indian organisations.

15. Discuss the following :

(a) Inter and Intra Industry Wage Differentials.

(b) Procedure of calculating Bonus under Payment of Bonus Act, 1965.