

N-486

M.B.A. (FT) Examination, 2010

THIRD SEMESTER

COMPENSATION MANAGEMENT

Paper - FSO - 3

Time : 3 Hours] [Maximum Marks : 80

Note :- Attempt Section 'A' and 'B' as per instructions.

SECTION-A Note :- Attempt any four questions put of the following questions. Each questions carries 8 marks. $4 \times 8 = 32$

1. What is Compensation Management ? Explain in brief.
2. Explain the concept of Rewards & incentives ?
3. Explain determination of inter & intra industry compensation.
4. Write about "equity and its impact on pay rates".
5. Write about various salary structure ?
6. Which type of strategy should be kept in view while compensation provided to a senior manager ?
7. Write about retirement plans ?
8. Write about role of wage boards in reward system;

SECTION-B

Note :- Attempt any three out of the following - questions. Each questions carries 16 marks;

9. Write about major phases of compensation management ?
10. Which tools and techniques are kept in mind while designing compensation package i
11. An organization compensation system should directly reflect the efficiency of people and productivity of the organisation. Comment.
12. Write about "Role Of pay commission in reward system". _
13. Explain the concept of performance jinked compensation.