

Roll No.

Total No. of Questions : 13]

[Total No. of Printed Pages : 3

**DQ-14**

**M.B.A. IV<sup>th</sup> Semester (New/Ex.)**

**Examination, 2019**

**Compensation Management**

**Paper - FSO-4**

**Time : 3 Hours]**

**[Maximum Marks : 80**

**Note :- Attempt any four questions from section A and any three questions from section B.**

**SECTION - 'A'**

**4×8=32**

**Short Answer Type Questions**

1) Explain all forms of pay an employee receive from work.

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(1)

**P.T.O.**

- 2. What are the new trends in social security in the wake of structural adjustment ?
- 3. Explain VIE. Theory and compensation management.
- 4) What is fringe benefits ? can it be made a part of an employee benefit plan ? why or why not?
- 5) What are the components of executive compensation ?
- 6. List out the various tax obligations for wages and salaries.
- 7) Explain the concept of employee compensation management. what is its significance ? http://www.onlinebu.com
- 8. Write a short note on wage boards.

**SECTION - 'B'**

**3×16=48**

**Long Answer Type Questions**

- 9) Discuss the factors that influences internal pay structures. which ones do you think are the most important ? Why ?
- 10) How is ESOP's different from an ordinary gain sharing or profit sharing plan ? How might long term incentives plans affect attraction and retention of employees ?

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(2)

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11. You are the benefits manager in a firm. The average age of your 600 work force is 43. 88% of your work force is male and there is hardly any turnover. Not much is happening on the job front How do these facts influence your decisions about designing an employee benefit program ?

12. Explain how a sales compensation package is designed and administered will this process be same for all types of sales jobs ? Elucidate

13. What are the different approaches to international compensation computation ? which approach do you recommend for an Indian consumer electronic MNC for its units in the us ? Justify your answer.

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