

DO-289

M.B.A. IVth Semester (New/Ex.) Examination, 2018

Compensation Management

Paper - FSO - 4

Time : 3 Hours]

[Maximum Marks :80

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

SECTION - 'A'

4×8=32

(Short Answer Type question)

1. Explain various compensation philogophies to implement & compensate compensation. www.onlinebu.com

DO-289

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2. What the various types of compensations. Explain its benefits impact on employes in an organization.
3. Explain the method of fixing wages in an organization what is general wage stimulate in an organization.
4. How performance based pay systems in helpful is motivating an employee. Justify giving example.
5. How does an HR managers design benefit and security packages for an employee www.onlinebu.com
6. Explain varous theories of wages for a worker.
7. Explain International compensation management. How it differ from domestic or local compensation
8. What are the general benefits available for an employee in an organization especially in service Industry.

SECTION - 'B'

3×16=48

Note :- Each question carries 16 marks.

9. Explain the various wage curve showing pay grades. Also give brief note on Salary matrix. www.onlinebu.com
10. An organization wants to share its profit to employees in favour of incentives. Explain the standaned method focusing on term compensation.

DO-289

(2)

11. Explain legal and taxations issues on compensation. Do each organization need to pay taxes on compensation. Justify your answer giving examples www.onlinebu.com
12. There is a different process to compensate the middle management and top management of an organization complain giving examples.
13. How compensation is implemented through pay commision. How pay commission makes possible to enjoy all benefits by an employee: www.onlinebu.com

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