

2018

MBA

3rd Semester Examination

COMPENSATION MANAGEMENT

(Specialisation : Human Resource Management)

PAPER—HR-302

Subject Code—09

Full Marks : 100

Time : 3 Hours

The figures in the right-hand margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

Illustrate the answers wherever necessary.

Group-A

1. Answer any eight questions :

8×5

(a) What do you mean by compensation management ?

(b) What are the objectives of compensation management ?

(Turn Over)

- (c) Discuss the concepts of need based minimum wage.
- (d) Distinguish between 'wage' and 'salary'.
- (e) State the advantages of ESOP.
- (f) Distinguish between 'fair wage' and 'living wage'.
- (g) State the roles played by the Pay Commission in India.
- (h) Briefly describe 'Residual claimant' theory.
- (i) Mention different types of DA which are applicable in Indian Organizations.
- (j) State the functions of 'Wage Board' in India.
- (k) How is 'Job specification' different from job description ?
- (l) Explain the 'scanlon plan' of profit sharing.

Group-B

2. Answer any *four* questions : 4×10
- (a) Discuss the recent trends of employee benefits in India.
 - (b) Discuss 'internal equity' and 'external equity' principle in wage determination.
 - (c) Discuss in brief different theories of wage.

- (d) Briefly describe the process of computation of taxable income under Income Tax Act.
- (e) Emphasis on various components of executive compensation.
- (f) Discuss the factors influence on wage and salary determination.

[Internal Assessment : 20 Marks]
