

**NEW**

**2015**

**MBA 3rd Semester Examination**

**COMPENSATION MANAGEMENT**

**(Specialisation : Human Resource Management)**

**PAPER—HR-302**

*Full Marks : 100*

*Time : 3 Hours*

*The figures in the margin indicate full marks.*

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

*Illustrate the answers wherever necessary.*

1. Answer any *eight* questions : 5×8

- (a) State the importance of DA.
- (b) Differentiate between living wage and fair wage.
- (c) Explain the role of wage board in the fixation of salary.
- (d) State the advantages of a sound wage policy.
- (e) Discuss the concept of need based wage.
- (f) What are the objectives of Compensation Management ?

*(Turn Over)*

- (g) Discuss about payment of Bonus Act, 1965.
- (h) Write a note on ESOP.
- (i) What do you mean by “job description” and “job specification” ?
- (j) Discuss about the merits and demerits of Halsey Plan.
- (k) Write the significance of job evaluation.
- (l) Explain reinforcement expectancy theory of compensation.

2. Answer any *four* questions : 10×4

- (a) Describe agency theory of compensation.
- (b) Discuss about some recent trends in Compensation Management.
- (c) Briefly describe modern benefit schemes in India.
- (d) Describe the principles of wage and salary administration in detail.
- (e) Describe the factors influencing wage and salary.
- (f) Briefly describe different theories of wages.

**[ Internal Assessment : 20 ]**

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