MBA-3rd Semester Examination
Compensation Management
Jan.2014
Subject Code: MSL- 607

Time Allowed: 03 hours. Maximum Marks: 100

Before answering the question paper the candidate should ensure that they have been supplied the correct question paper. Complaints in this regard, if any, shall not be entertained after the examination.

Note: Question No. 1 is Compulsory and attempt two questions from each section. All questions carry equal marks.

1(a) Explain the meaning of the terms ‘Compensation’ and ‘Compensation Management.’

(b) What are the consequences of pay-dissatisfaction?

(c) ‘Performance Appraisal and Job Evaluation are same.’ Do you agree?

(d) Explain the meaning of the term ‘Pay Structure’.

(e) Give examples of Special Groups whose compensation tends to be different. (5x4=20)

SECTION – A

2. Define total reward. Explain the different kinds of monetary and non-monetary rewards. (20)

3(a) Distinguish between Internal Equity’ and ‘External Equity’. (10)

(b) ‘Several modern and traditional methods of performance appraisal are used for appraising an employee’s performance’. Explain any three methods of performance appraisal. (10)

4. ‘Compensation differs depending on several factors, both intra and inter industry.’ In the light of this statement explain both inter and intra industry compensation differentials. (20)

SECTION – B

5. Write notes on:
   a) Employee Stock Option Plans
   b) Types of Retirement Plans
   (2x10)

6. What do you mean by compensation for Special Groups? What are the components of executive compensation package? Give reasons for high executive compensation. (20)

7. Write notes on:
   a) Pay Commissions and Compensation decisions
   b) Components of Expatriate Compensation package
   (2x10)