Reg. No. : ....

Name : ....

Fourth Semester M.A. (Human Resource Management) Degree Examination, September 2019

HRM 2.4.4 : COMPENSATION MANAGEMENT

(2014 Admission Onwards)

Time : 3 Hours　　　　　　　　　　　　　　　　　　　Max. Marks : 75

PART – I

Answer **all** questions. Answer should not exceed **50** words :

1. Write a brief note on the types of Compensation.

2. List any four objectives of Compensation Management.

3. Enumerate the key Components of Compensation Package.

4. What do you understand by Pay for Performance Plans?

5. Comment on the usefulness of Wage and Salary Surveys.

6. Differentiate between the terms Pay Grade and Rate Range.

7. What are ESOPs (Employee Stock Option Plans)?

8. Compare any two Individual Incentive Plans.

9. Contrast any two Economic Theories of Compensation.

10. Explain any two Behavioral Theories connected to Compensation.

(10 × 2 = 20 Marks)

PART – II

Answer **any five** questions. Answer should not exceed **500** words :

11. What do you mean by Fixed Pay and Variable Pay in Salary Structure?

12. Compare Gain Sharing and Profit Sharing Incentive Plans.

13. Elaborate on the nature and meaning of Compensation Management.

14. Briefly describe the process of Job Evaluation, i.e, the process of determining the worth of each job.

15. Explain Strategic Compensation Planning.

16. Give an account of the Major Laws related to Wages and Salary / Compensation in India.

17. Share your understanding about International Compensation Management.

18. Differentiate between Internal Equity and External Equity in Compensation Management.

(5 × 5 = 25 Marks)

PART – III

Answer **any two** questions. Answer should not exceed **1,200** words :

19. Briefly explain the Components of Executive Compensation.

20. Benefits are any perks offered to employees in addition to salary, Elucidate.

21. Explain the role of Job Analysis in designing a Compensation Package.

22. What are the factors influencing Determination of Wage Rates?

(2 × 15 = 30 Marks)

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