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Reg. No. :

Name :

**Fourth Semester M.A. (Human Resource Management) Degree
Examination, July 2016
HRM 2.4.4 : COMPENSATION MANAGEMENT
(2014 Admission)**

Time : 3 Hours

Max. Marks : 75

PART - I

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

1. What are the components of compensation ?
2. Explain living wage.
3. What is competency related pay ?
4. What is cafeteria benefit plan ?
5. Explain fringe benefits.
6. What is a job family ?
7. Meaning and purpose of salary survey.
8. What are pay commissions ?
9. What do you understand by the term occupational wage differentials ?
10. What is pay structure ?

(10x2=20 Marks)

PART - II

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

11. Distinguish between Expatriates; Third country nationals and local community nationals. What are the advantages of hiring LCNs ?
12. What are the objectives of Compensation ?

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13. What is job analysis, job description, job evaluation and job structure ? How can internal job structure be determined ?
14. Explain the what and why of stock ownerships or options. Enumerate on its advantages and disadvantages.
15. What are the characteristics to be considered when deciding whether to choose an individual or group pay for performance plan in organizations ?
16. What is Broad Banding ? What are its characteristics, advantages and disadvantages ?
17. What is Gain Sharing ? What are the principles on which it is based ?
18. What are the new trends in social security in the wake of structural adjustments in India ? (5×5=25 Marks)

PART - III

Answer **any two** questions. Answer should **not** exceed **1200** words.

19. What are the various elements of executive compensation ? Explain the various theories of executive compensation.
 20. Enumerate on the advantages and disadvantages of group pay for performance and individual pay for performance plans.
 21. What are the contemporary issues in wage system ? Explain with examples.
 22. What are the steps involved in determining externally competitive and internally equitable pay levels and structures ? (2×15=30 Marks)
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