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Reg. No. :

Name :

**Fourth Semester M.A. (Human Resource Management) Degree
Examination, July 2017
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. What is Base Pay ?
2. Explain Minimum Wages.
3. What is Merit Pay ?
4. What is Dearness Allowance ?
5. Explain Compensation Management.
6. What is pay discrimination ?
7. What is pay band ?
8. What is cost of living index ?
9. What does Golden handcuffs refer to ?
10. What do you understand by the term repatriation ? (10×2=20 Marks)

PART – II

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

11. What are the principles of Compensation Formulation ?
12. Enumerate on the constitution, functions and procedure of Wage Boards.

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13. Job analysis has been considered the cornerstone of HRM. Precisely how does it support managers make pay decisions ?
14. Explain the balance sheet approach of expatriate's remuneration. What are the advantages and disadvantages of the approach ?
15. Enumerate on the compensation trends in India.
16. How does economic theory relate to employee benefits ? Explain in detail.
17. How do employee evaluation systems influence a team based compensation plan ?
18. Explain skill based pay and competency based pay. (5×5=25 Marks)

PART – III

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

19. Explain in detail the dimensions and features of a good compensation system.
 20. Review the behavioral theories of motivation and their contribution to the design of pay for performance programmes.
 21. Identify and describe the components included in long term compensation of employees.
 22. Enumerate on the various components of an executive compensation programme. (2×15=30 Marks)
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