



Reg. No. :

Name :

Fourth Semester M.A. HRM Degree Examination, July 2018
H.R.M. 2.4.4 : COMPENSATION MANAGEMENT
(2014 Admn. Onwards)

Time : 3 Hours

Max. Marks : 75

PART – I

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

1. What is executive compensation ?
2. Explain real wages.
3. What are fringe benefits ?
4. Explain productivity bargaining.
5. What is internal equity in compensation.
6. Explain ESOP.
7. What is Wage Mix ?
8. What is Gain sharing ?
9. Explain Dearness Allowance.
10. What is wage board ?

(10×2=20 Marks)

PART – II

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

11. Discuss the strategic goals of compensation policy in organisations.
12. What is piece rate system of wage payment ? Discuss the advantages and disadvantages.



13. How do organisations create compensation plans ? Discuss by narrating various steps involved in the process.
14. How does reward management programmes help in addressing behavioral issues in an organization ? Explain.
15. What is compensation survey ? Discuss the significance of compensation survey in developing a competitive compensation strategy for organizations.
16. What are pay for performance schemes ? Discuss with suitable examples.
17. What is minimum wages ? Explain the significance of implementing minimum wages for maintaining industrial peace in India.
18. What is Consumer Price Index ? Explain the uses of CPI. **(5×5=25 Marks)**

PART – III

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

19. Do you think that non-financial motivators can work more effectively when integrated with financial rewards in a total reward process ? Discuss with suitable examples.
 20. Is equity an important consideration in compensation management ? Justify your argument by explaining the different types of equity and its impact on individuals and organization.
 21. "Job evaluation determines the worth of Job and not that of a job-holder". Discuss by explaining the various job evaluation methods.
 22. "An understanding of wage theories is essential for developing compensation strategies for organizations". Discuss the statement by explaining major wage theories. **(2×15=30 Marks)**
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