

FACULTY OF MANAGEMENT
M.B.A. III – Semester (CBCS) Examination, January 2019

Subject: Compensation Management

Paper Code – MB – 304 – 3
(Discipline Specific Elective – I HR)

Time: 3 Hours

Max.Marks: 80

PART – A (5x4 = 20 Marks)
[Short Answer Type]

Note: Answer all the questions in not more than one page each.

- 1 Variable pay
- 2 Seniority Pay Vs. Longevity Pay
- 3 Compensation Survey
- 4 Equal pay for equal work
- 5 What is flexible work arrangement?

PART – B (5x12 = 60 Marks)
[Essay Answer Type]

Note: Answer all the questions by using internal choice
in not exceeding four pages each.

- 6 a) Explain various dimensions of compensation management.
OR
b) Discuss the new trends in compensation management.
- 7 a) Explain how the modern pay system is different from traditional methods.
OR
b) Describe the modes of aligning compensation strategy with business strategy.
- 8 a) Discuss the ways of integrating internal job structure with external market pay rates.
OR
b) What is knowledge program? Explain the methods of designing pay for knowledge program.
- 9 a) Discuss the various employee benefits and employee services.
OR
b) List out various funding benefits through VEBA.
- 10 a) Briefly discuss the contemporary challenges in international compensation management.
OR
b) Explain the strategic issues and choices in using flexible workers.
