

20/11/2020

Code No. 12056

FACULTY OF MANAGEMENT

M.B.A. III – Semester (CBCS) Examination, November 2020

Subject: Compensation Management

Paper – MB – 304 – 3

Time: 2 Hours

Max.Marks: 80

PART – A

Note: Answer any four questions.

(4x5 = 20 Marks)

- 1 Fringe Benefits
- 2 Team Based Pay
- 3 Employee Stock Option Plan
- 4 Pay Structure
- 5 Flexible Work Schedules

PART – B

Note: Answer any four questions.

(4x15 = 60 Marks)

6. Describe the word 'Compensation'. Explain its objectives and uses.
7. Explain in detail the internal and external factors that should be considered while deciding compensation.
8. Discuss the different types of incentives with examples.
9. Write note on:
 - i) Seniority Pay Vs Longevity Pay
 - ii) Person Focused Pay
10. Explain how internal equity can be created through Job Analysis and Job Evaluation.
11. What is Compensation Survey? Write a note on Pay-for-Performance Model.
12. Discuss the legally required benefits in Public Sector Organizations in India.
13. Write a note on funding benefits through VEBA in U.S.
14. What do you mean by key employees? What are the components of executive compensation package? Give reasons for high executive compensation.
15. How is compensating internal staff (expatriates) different from host country employees? Explain any one approach used in compensating international staff.
