

Code No. 12076

FACULTY OF MANAGEMENT
MBA (CBCS) III – Semester Examination, February 2021

Subject: Compensation Management
Paper: MB 304-3 Discipline Specific
Elective – I (HRM)

Time: 2 Hours

Max. Marks: 80

PART – A

Note: Answer any four questions.

(4 x 5 = 20 Marks)

- 1 Intrinsic Compensation
- 2 Seniority Pay
- 3 Compensation Survey
- 4 Employee Services
- 5 Flexible work Schedules

PART – B

Note: Answer any four questions.

(4 x 15 = 60 Marks)

- 6 Define Compensation. Explain about compensation dimensions.
- 7 What is total reward system? Discuss the new trends in compensation management.
- 8 Describe the basics for Traditional pay system and modern pay system.
- 9 What is Incentive pay? Explain about different Incentive pays.
- 10 Explain about creating Internal Equity through Job analysis and Job evaluation in compensation system.
- 11 Describe about Designing Pay for knowledge program.
- 12 Explain the components of legally required benefits?
- 13 Discuss the concept funding benefits through VEBA.
- 14 Explain various executive compensation packages.
- 15 Discuss the strategic issues and choices in using contingent and flexible workers.
