

Roll No.

56047

**MBA 2 Year 3rd Semester (Old) Batch
2011-13 Examination – December, 2018**

COMPENSATION MANAGEMENT

Paper : MBA-308

Time : Three Hours]

[Maximum Marks : 80

Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard, will be entertained after examination.

Note : There will be *two* Section. Section 'A' consists of *eight* short answer type questions which is *compulsory*. Section 'B' consists of *eight* questions (*two* questions from each Unit) you are attempt *four* questions, selecting *one* from each Unit. All questions carry equal marks.

SECTION – A

1. Describe the following :

(a) Role of compensation.

- (b) Internal Equity.
- (c) Dearness Allowance.
- (d) Benefits of incentives.
- (e) Key components of managerial compensation.
- (f) Emerging trends in managerial compensation.
- (g) How does tax planning help managers ?
- (h) Role of pay commissions.

SECTION – B

UNIT – I

2. Discuss the economic theories related to compensation. <http://www.HaryanaPapers.com>
3. Describe strategic perspectives of compensation giving suitable examples.

UNIT – II

4. What is meant by inter and intra-industry compensation differentials ? Explain .
5. Write short notes on the following :
 - (a) Retirement plans.
 - (b) Pay for performance plans.

UNIT – III

6. Discuss the components of executive compensation package.
7. What is meant by international compensation ? Why is it necessary to study these aspects ?

UNIT – IV

8. Describe the statutory provisions governing different components of reward systems.
9. Write short notes on the following :
 - (a) Pay commissions
 - (b) Role of trade unions in compensation management.

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