

## **MBA 3918**

**M.B.A. DEGREE EXAMINATION, JUNE 2007.**

**Fourth Semester**

**Human Resource Management**

**Paper XVIII — COMPENSATION MANAGEMENT**

**Time : Three hours**

**Maximum : 100 marks**

**PART A — (5 × 6 = 30 marks)**

**Answer any FIVE of the questions.**

- 1. Why the Job evaluation is important for compensation management?**
- 2. Write the basic applications of performance appraisal system.**
- 3. Explain the classifications of compensation.**
- 4. Write short note on “Fringe benefits”.**
- 5. Distinguish the basic features between wage and salary.**
- 6. How a wage is fixed in India?**
- 7. Who are all the members in wage boards?**
- 8. How the pay commission in summarizing the data for pay fixation?**

**PART B — (5 × 10 = 50 marks)**

Answer any FIVE questions.

**PART C — (1 × 20 = 20 marks)**

Case Study (compulsory)

9. Discuss the New techniques involved in Job evaluation in the present Scenario. What are the difficulties faced by the Job evaluation during Job evaluation?

10. Explain the role and responsibilities of the performance appraiser at the time of performance appraisal process.

11. “Fringe benefits are normally used as a informal way rather than a ethical motivation in a company” – Critically evaluate.

12. “Salary Administration in India is not so flexible, it is more static than a dynamism” – Comment.

13. Discuss about the Executive compensation plan and packages in India.

14. “Pay and commission are the tools equally powerful, it should be used as a double edged sword. If one is exceeding the other it will be a demotivating factor”. How do you foresee the above statement? Give suitable examples.

15. Compare and contrast the compensation management system in India companies and in Multinational companies.

16. Critically evaluate the functional role of Pay commissions in India.

17. Prepare a write-up on the trends and compensations in the I-T Industry compared to the other Industry.

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