



(Pages : 2)

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Reg. No. :

Name :

**IV Semester M.B.A. (Full Time) Degree Examination, July 2009
(2006 Scheme)
REWARDS MANAGEMENT**

Time : 3 Hours

Max. Marks : 60

PART – A

Write short notes on **any five** questions. **Each** question carries **three** marks.

(5×3=15 Marks)

1. What is a Reward ?
2. What do you mean by 'Non-financial Rewards' ?
3. How will you analyse the role of an employee ?
4. Explain the importance of performance counselling.
5. What do you mean by 'Contingent Pay' ?
6. What do you understand by the term 'Gain Sharing' ?
7. Briefly discuss about 'Pension' as a reward.
8. What do you mean by 'Board Room Pay' ?

PART – B

Answer **any three** questions elaborately. **Each** question carries **ten** marks. **(3×10=30 Marks)**

9. Explain in detail the foundations of reward management.
10. How will you analyse the job of an employee in an organisation ? Explain.
11. Discuss in detail, the International Compensation Schemes.

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12. Briefly discuss about bonus schemes and attendance bonuses.
13. Discuss at length about the Wage Policy and related benefits in the Indian scenario.

PART – C

Read the following case carefully and answer the questions at the end.

15

Compulsory

A leading industrial group in Kerala wants to start a new IT company in which they have appointed you as their HR consultant. You need to design the reward system for the programmers of the organisation. How will you go about it ?

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