MBA III Semester Supplementary Examinations, March-2022

COMPENSATION AND REWARD MANAGEMENT

Tir	Fime: 3 HoursMax. Marks: 60		
		Answer Any FIVE Questions All Questions Carry Equal Marks Question No. 8 is Compulsory	
1.	a	Explicate dimensions of compensation program.	6N
	b	Illuminate Role of compensation and Reward in Modern organizations.	6N
2.	a	Elucidate Principles and Procedures of job evaluation programs.	6N
	b	Expound job evaluation methods.	6N
3.	a	Explain in detail Administration of wage and salary.	6N
	b	Expose Theory of wages.	6N
4.	a	Describe the Process and steps for preparation of payroll.	6N
	b	Explicate Cost accounting treatment of wages components.	6N
5.	a	Expound Compensation Structures.	6N
	b	Elucidate Role of tax planning in compensation benefits.	6N
) .	a	illuminate aligning compensation strategy with business strategy.	6N
	b	Expound non-financial compensation system.	6N
7.	a	Elucidate Wage differentials in India.	6N
	b	Discuss about the Concept of Tax planning.	6N
8.		CASE STUDY AtulKrishan, a new employee of XYZ Ltd. Company expressed his dissatisfaction towards the incentives paid to him after staying with the company for about 9 months. He was also in an impression that his post graduate scholarship was much better than what was paid to him as an entry employee he approached the HR Manager who happens to look into the grievances of employees. But HR Manager has replied him saying that Atul was in probation and he cannot be considered for the Incentive System which others are enjoying. Atul argued with the Manager that in his offer letter, they have promised for a consolidated pay without disturbing the incentive system which would be same as to others. But HR Manager denied it and asked Atul to maintain code of conduct, otherwise he will be expelled from the company. Atul was also unhappy because he was contributing 27% of the business in his area to the company which was top contribution for the company from the time of its inception. Atul has to wait for the bond of one year which he signed with the company and left to United States for a doctoral program. i. Was the company rightly doing with compensation system? ii. Was the division of Atul was sight? iii. Do you think the approach of HR Manager was right with Atul?	12N

iv. What are the pitfalls in compensation management of the company?

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