

Code No: MB1638/R16

MBA III- Semester Regular/Supplementary Examinations, Nov/Dec- 2019

COMPENSATION AND REWARD MANAGEMENT

Time: 3 hours

Max. Marks: 60

*Answer Any FIVE Questions
All questions Carry Equal Marks
Question No. 8 is Compulsory*

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| 1. | a) What is Compensation? Explain various factors influencing Compensation. | 6M |
| | b) Distinguish between 'Internal Equity' and 'External Equity'. | 6M |
| 2. | a) Define Job Evaluation? Discuss the procedure of job evaluation programs. | 6M |
| | b) Explain in detail about the types of compensation. | 6M |
| 3. | a) Discuss about different theories of wages. | 6M |
| | b) Explain the role of compensation and Reward in modern organization. | 6M |
| 4. | a) What is wage determination? Explain the process of wage determination. | 6M |
| | b) Differentiate between Compensation and Reward? | 6M |
| 5. | a) Explain the components of Executive Compensation. | 6M |
| | b) Write in detail about the legal provisions relating to wage and salary administration. | 6M |
| 6. | a) Explain the significance of compensation survey. What are the objectives of such survey? | 6M |
| | b) Briefly explain about pay roll administration. | 6M |
| 7. | a) Explain the concept and role of tax planning in compensation benefits. | 6M |
| | b) Evaluate and compare various types of pay structures. | 6M |
| 8. | CASE STUDY | 12M |

How can more transparency in pay systems lead to greater pay equality? Discuss the role of transparency in the context of many factors that cause unequal pay between men and women, referring to the law and research on pay equality.
