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Total Number of Pages : 01

**MAM**  
**IMB804B**

**8<sup>th</sup> Semester Regular Examination 2018-19**

**COMPENSATION MANAGEMENT**

**BRANCH : MAM**

**Time : 3 Hours**

**Max Marks : 70**

**Q.CODE : F457**

**Answer Question No.1 which is compulsory and any FIVE from the rest.**

**The figures in the right hand margin indicate marks.**

- Q1 Answer the following questions : (2 x 10)**
- a) Define Compensation.
  - b) What is living wage?
  - c) Expand ESOP.
  - d) What do you mean by wage differentials?
  - e) What is indirect compensation?
  - f) What is variable pay?
  - g) Write the objective of wage board.
  - h) State Application of Minimum of Wages Act.
  - i) What do you mean by Scheduled Employments?
  - j) What is EPF?
- Q2 a) What is job evaluation? What are the objectives of job evaluation? (5)**  
**b) Discuss the components of executive remuneration. (5)**
- Q3 a) Explain the current issues in compensation management. (5)**  
**b) Distinguish between individual and group incentive plans . (5)**
- Q4 a) Justify the concept of "Linking pay to performance" . (5)**  
**b) Bring out the principles of wage and salary administration. (5)**
- Q5 a) State the highlights of National Wage Policy of India . (5)**  
**b) Write down the salient features of Payment of Bonus Act ,1965. (5)**
- Q6 "Effective compensation management helps an organisation to achieve strategic objectives "– Elucidate.. (10)**
- Q7 Explain various theories of wage. (10)**
- Q8 Write short answer on any TWO : (5 x 2)**
- a) DA
  - b) Employee Benefit Programs
  - c) Role of Pay Commission