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MBA (FT/PT) DEGREE IV SEMESTER EXAMINATION APRIL 2018

SMS 2414/SMP 2408 COMPENSATION MANAGEMENT

Time: 3 Hours

Maximum Marks: 50

PART A

(Answer **ALL** questions)

(5 × 2 = 10)

1. What is meant by Compensation Benchmarking?
2. Write a brief note on Compensation Plan.
3. Briefly discuss on valuation of employee compensation.
4. Explain performance satisfaction theory.
5. Write a note on International Compensation Strategies for Talent Engagement.

PART B

(Answer **ANY FIVE** questions)

(5 × 4 = 20)

6. What are the internal and external factors that influence the compensation design? Discuss.
7. Discuss on Labour Market Policies in India. How these policies influence compensation design decisions in organizations?
8. Discuss the concept of productivity linked employee benefits.
9. Briefly discuss on:
 - (i) Deferred Compensation Plan.
 - (ii) Statutory Employee Benefits in India.
 - (iii) Alternative Employee Benefits.
10. What is Job Design? Explain characteristics of Job Design. What are the components of Job Design?
11. Write short notes on:
 - (i) Performance related pay.
 - (ii) Team based compensation.
12. What are the components of Executive Compensation? What are the different criteria for executive compensation?

PART C

(Answer **ANY TWO** questions)

(2 × 10 = 20)

13. Discuss the importance of compensation strategies. Do you think that compensation strategies are to be aligned with HR strategies and corporate strategies? Substantiate your answer with suitable examples.
14. Briefly explain on international compensation. What are the components of international compensation? Explain international compensation design? What are the approaches to international compensation?
15. (a) Define work measurement. Explain its different techniques.
(b) What do you mean by method study? Explain the steps involved in a method study.