



MBA.IV/05.16.03768

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**MBA (FT) / MBA (IB) DEGREE IV SEMESTER EXAMINATION MAY 2016**

**SMS 2414/SMI 2414 COMPENSATION MANAGEMENT**  
(Regular)

Time: 3 Hours

Maximum Marks: 50

**PART A**  
(Answer *ALL* questions)

(5 × 2 = 10)

Write short notes on the following:

1. Elements of core compensation.
2. Wage policy.
3. Work measurement techniques.
4. Deferred compensation plans.
5. Productivity bargaining.

**PART B**  
(Answer *ANY FIVE* questions)

(5 × 4 = 20)

6. Explain the elements of Fringe Compensation.
7. Explain various job evaluation approaches.
8. Discuss the compensation system process.
9. Explain the legal aspects in compensation.
10. Explain various types of incentives.
11. Explain the role of HRIS in salary and wage administration.
12. Explain team based compensation.

**PART C**  
(Answer *ANY TWO* questions)

(2 × 10 = 20)

13. What is international CM? Discuss in detail the future trends in compensation management.
14. Explain in detail various incentive schemes.
15. Discuss in detail the factors influencing compensation.

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