

Code No. 9099

FACULTY OF MANAGEMENT**MBA III – Semester Examination, May/June 2017****Subject: Compensation Management****Elective – I – HRM****Course No. 3.5.1 (HRM)****Time: 3 Hours****Max. Marks: 80****Note: Answer all the questions.****PART – A (10x2 = 20 Marks)****[Short Answer Type]****1 Write short notes on the following:**

- a) Non-Financial Compensation
- b) Basic pay
- c) Compensation strategy
- d) HR strategy
- e) Job valuation
- f) VEBA
- g) Employee Benefits
- h) Benefit program
- i) Expatriates
- j) Skilled employees

PART – B (5x12 = 60 Marks)**[Essay Answer Type]**

- 2 a) Examine the role of compensation in an organization.
OR
b) What is meant by reward? Explain its role in increasing productivity of employees.
- 3 a) Explain about bases for traditional pay system.
OR
b) Write a note on modern pay system.
- 4 a) How do you design pay for knowledge programs?
OR
b) Explain about setting up of market (competitive) compensation system.
- 5 a) Describe the components of discretionary core fringe compensation.
OR
b) Enumerate the planning of a benefit program.
- 6 a) Briefly explain about international competitive strategies.
OR
b) Explain as to how to provide compensation for the flexible workforce.
