

FACULTY OF MANAGEMENT**M.B.A. III – Semester (CBCS) Examination, May / June 2018****Subject : Compensation Management (HR)****Paper – MB-304-3
Discipline Specific Elective-I****Time : 3 hours****Max. Marks : 80****PART – A (5 x 4 = 20 Marks)**
(Short Answer Type)

- 1 Compensation Management
- 2 Merit pay
- 3 Market pay rates
- 4 Fringe compensation
- 5 Expatriate employees

PART – B (5 x 12 = 60 Marks)
(Essay Answer Type)

- 6 a) Write a note on 3-P compensation concept.
OR
b) Enumerate the recent trends in compensation management.
- 7 a) How to create and establish the pay plans? Explain.
OR
b) What is meant by incentive? Explain about various types of incentives.
- 8 a) How does an external market pay rates influence the internal job structure?
OR
b) Discuss about designing of pay structure for knowledge program.
- 9 a) Enumerate the factors influencing the planning of a benefit program.
OR
b) State the salient features of totally integrated employee benefit program.
- 10 a) Write a note on work schedules of contingent employees and flexible employees.
OR
b) Discuss about international compensation strategies.
