

**FACULTY OF MANAGEMENT**

**M.B.A. III – Semester (CBCS) Examination, January 2018**

**Subject : Compensation Management (HR)**

**Paper – MB-304-3  
Discipline Specific Elective-I  
(HRM)**

**Time : 3 hours**

**Max. Marks : 80**

***PART – A (5 x 4 = 20 Marks)***  
*(Short Answer Type)*

- 1 Strategic compensation management
- 2 Concept of Team based pay
- 3 Knowledge program
- 4 VEBA
- 5 Repatriate employees

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

- 6 a) Define the term compensation and explain the system of compensation management.  
**OR**  
b) Describe the role of compensation in increasing productivity of employees.
- 7 a) Compare and contrast between traditional and modern pay systems.  
**OR**  
b) State the features of a successful compensation strategy.
- 8 a) Write a note on market competitive compensation system.  
**OR**  
b) What are compensation surveys? What are their uses?
- 9 a) List out various benefits available for employees legally.  
**OR**  
b) What are various components of discretionary core fringe compensation?
- 10 a) Give an overview on executive compensation packages.  
**OR**  
b) Bring out the issues in using contingent workers.

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