

K-848

Total Pages : 3

Roll No.

MS-307

COMPENSATION MANAGEMENT

Master of Business Administration (MBA)

4th Semester Examination, 2023 (Dec.)

Time : 2 Hours]

Max. Marks : 70

Note : This paper is of Seventy (70) marks divided into two (02) Sections A and B. Attempt the questions contained in these sections according to the detailed instructions given therein. Candidates should limit their answers to the questions on the given answer sheet. No additional (B) answer sheet will be issued.

SECTION–A

(Long Answer Type Questions)

Note : Section 'A' contains Five (05) long answer type questions of Nineteen (19) marks each. Learners are required to answer any Two (02) questions only.

(2×19=38)

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[P.T.O.]

1. Explain the concept of Performance Appraisal. Mention a few appraisal methods.
2. Briefly explain the different components of Employee Compensation.
3. Explain the bases for Traditional Pay System and Modern pay System. How are Pay plans established?
4. Establish a successful link between organizational goals, performance and compensation.
5. Discuss the importance of job analysis in compensation management. Describe various methods of Job analysis.

SECTION-B

(Short Answer Type Questions)

Note : Section 'B' contains Eight (08) short answer type questions of Eight (08) marks each. Learners are required to answer any Four (04) questions only. (4×8=32)

Briefly explain any four of the following :

1. Pay equity.
2. Bargaining Theory.

3. Employee stock option plans.
 4. Factor Comparison Method along with examples.
 5. Consequences of pay dis-satisfaction among employees.
 6. Taxation Aspects in designing Menumeration packages.
 7. Global compensation strategies.
 8. Role of perks in compensation
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