

A-0803

Total Pages : 4

Roll No. -----

MS-307

Compensation Management

Master of Business Administration (MBA)

4th Semester Examination 2024(Dec.)

Time: 2:00 hrs

Max. Marks: 70

Note : This paper is of Seventy (70) marks divided into Two (02) Section 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.

P.T.O.

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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.

[2x19=38]

- Q.1. What is performance management? Discuss the need and benefits of performance management.
- Q.2. Describe the necessity for developing a compensation policy. What significance does the compensation system have in the structure of a business?
- Q.3. Explain the fundamental principle behind performance-based pay. What distinguishes it from conventional models of compensation?
- Q.4. Explain the concept of “living wage” in relation to pay discrimination? Also explain how prevailing wage laws and equal rights legislation impact pay decisions.
- Q.5. What do you mean by Fringe Benefits. Explain various factors influencing Fringe Benefits.

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.

[4x8=32]

Briefly explain any four of the following:

- Q.1. The elements of compensation structure.
- Q.2. Checklist method of appraising performance.
- Q.3. Recency Effect with examples.
- Q.4. Expatriate Pay and its approaches.
- Q.5. Performance linked compensation strategy.
- Q.6. Performance and Development Planning.
- Q.7. Balanced Scoreboard.

P.T.O.

Q.8. Essential Items for conducting internal pay equity analysis.
