

(For candidates admitted from 2005–2006 onwards)

M.H.R.M. DEGREE EXAMINATION, NOVEMBER 2023.

Human Resource Management

COMPENSATION MANAGEMENT

Time : Three hours

Maximum : 100 marks

SECTION A — (5 × 8 = 40)

Answer any FIVE questions.

1. Explain the meaning, concept and significance of compensation.
2. What is strategic importance of variable pay?
3. Define wage concept. Explain the importance of wage theories.
4. Discuss the Retirement Plan concept and explain its importance.
5. Examine the functioning of collective bargaining method.
6. What are the roles of wage boards and pay commission?
7. Explain the principles and norms of retirement Plans.
8. Differentiate the Individual incentives from group incentive.

SECTION B — (3 × 20 = 60)

Answer any THREE questions.

9. Discuss the significance of employee's satisfaction and motivation issues in compensation design.
 10. Explain various determination of Inter and Intra industry compensation with example.
 11. Fringe benefits are normally used as an informal way rather than an ethical motivation in a company – Critically evaluate.
 12. Discuss about the Executive compensation plan and packages in India.
 13. Define collective bargaining. Briefly explain its merits, drawbacks and its applicability in Multinational companies.
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