S.No. 8957 **P 16 MBA 3 EH 2**

(For the candidates admitted from 2016–2021 Batch)

M.B.A. DEGREE EXAMINATION, NOVEMBER 2023

Business Administration — Elective

COMPENSATION MANAGEMENT

Time : Three hours Maximum : 75 marks

PART A — (10 × 2 = 20)

Answer ALL questions.

1. What are intrinsic rewards?

2. Differentiate between Salary and Wage. (Any two)

3. What is incentive?

4. Define bonus.

5. What is perceived equity?

6. State any two determinants of salary growth.

7. What is equity based deferred compensation plan?

8. What is profit sharing?

9. State any two merits of collective bargaining.

10. What is productivity?

PART B — (5 × 5 = 25)

Answer ALL the questions, choosing either (a) or (b).

11. (a) Define the term "Compensation" Discuss the objectives of Compensation.

Or

(b) Explain the major differences between the nature of Direct Compensation and Indirect Compensation.

12. (a) What is the importance of compensation differentials?

Or

(b) What are the three categories of variable pay?

13. (a) Highlight the economic issues in compensation.

Or

(b) Enumerate the advantages of fringe benefits.



14. (a) How will you develop a compensation philosophy and strategy.

Or

(b) What are the five components of executive compensation packages?

15. (a) List out the components of compensation structure.

Or

(b) What type of compensation system normally motivates the executives?

PART C — (3 × 10 = 30)

Answer any THREE questions.

16. Explain in detail about the types of monetary incentives.

17. Write short notes on wage and salary administration in compensation management.

18. When can a firm opt for voluntary retirement scheme (VRS)?

19. What is an ESOP and how does it work?

20. What is the recent trend in awarding additional bonus payments and fringe benefits to various categories of employees?

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