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Roll No.

SEMESTER — III

MBA

END SEMESTER EXAMINATION

Nov-Dec 2019

Paper code: MGH02 Compensation Management

Time: 3 Hours

M.M.60

Note: All questions carry equal marks. Attempt any 5 questions

Q1. Write short notes on any 3 of the following

1. Different types of incentive plans
2. Fair wage, real wage and Minimum wage
3. Social security in India
4. Cafeteria style of compensation
5. Compensation Benchmarking

Q2.a. Discuss the various economic and behavioural theories of compensation. Also examine their implications for formulating the reward strategies.

b. Discuss the highlights of seventh pay commission .

Q3.a. Discuss the various steps involved in Job evaluation. State the methods of Job evaluation and explain in detail the process used for establishing job hierarchy in Point Rating method

b. State the difference between Point rating and Factor comparison method of Job evaluation

Q4.a. Discuss the essentialities for job design and explain Job characteristics model in detail.

P.T.O

b. Job analysis has been considered the cornerstone of human resource management. Precisely how does it support managers making pay decisions.

Q5. Restco Products make pillows and blankets specifically for passengers on airlines. For the past 15 years, profits in the airline industry have been hugely variable, partially because of labour unrest, rising prices and so on. Restco has been tinkering with the other kinds of "nap" opportunities tailored to rest homes and senior citizens in general. This experimentation makes current strategic objectives and goals quite ambiguous. What would be a good compensation mix for the organization given this constellation of factors.

Q6. a. Discuss how Key Performance Indicators and Business metrics can be barometers for assessing the performance of employees
b. Discuss the modern techniques of Performance Appraisal

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