

MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE) (CBCS - 2020 COURSE)

M.B.A. (HR) Sem-IV : : SUMMER - 2022

SUBJECT : PAPER - III: COMPENSATION & BENEFITS MANAGEMENT

Day : Monday

Date : 13-06-2022

S-22884-2022

Time : 02:00 PM-04:00 PM

Max. Marks : 50

Law.

N.B.

- 1) Attempt **ANY THREE** questions from **SECTION-I**. Each questions carries 10 marks.
- 2) Attempt **ANY TWO** questions from **SECTION-II**. Each questions carries 10 marks.
- 3) Answers to both Sections should be written in **SAME** answer book.

SECTION-I

- Q.1** Discuss the factors affecting compensation and benefits management (10) decisions.
- Q.2** Explain different kinds of wage incentive plans. (10)
- Q.3** What is labour market? Discuss its role in compensation management. (10)
- Q.4** Discuss the reward management process with an example. (10)
- Q.5** Write short note **ANY TWO** of the following: (10)
- a) Pay for performance
 - b) Causes of high labour turnover
 - c) Compensation and organization structure

SECTION-II

- Q.6** As a Compensation Manager, which global compensation policies you will implement in your organization? And why? (10)
- Q.7** What steps you will follow as a Compensation Manager to design tax friendly package for your employees? (10)
- Q.8** Write a letter to your team members explaining about how to align compensation to organization culture. (10)

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