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

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

**SUBJECT : PAPER - III: COMPENSATION & BENEFITS MANAGEMENT**

Day : Saturday

Time : 10:00 AM-12:00 PM

Date : 17-12-2022

**W-22884-2022**

Max. Marks : 50

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**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.
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**SECTION-I**

- Q.1** What is Compensation Management? Explain its importance in today's competitive world. **(10)**
- Q.2** Discuss the various components of Compensation Package. **(10)**
- Q.3** "Economic Value Added (EVA) is an alternative to stock based Compensation." Comment. **(10)**
- Q.4** Explain the types of labour market with an example. **(10)**
- Q.5** Write short note **ANY TWO** of the following: **(10)**
- a) Competency based pay
  - b) External equity
  - c) Global compensation strategies

**SECTION-II**

- Q.6** Write a letter to your team members explaining about how to design tax friendly package **(10)**
- Q.7** As a Compensation Manager, What steps you will follow to conduct wage surveys? **(10)**
- Q.8** "Reward Management System contributes in improving employee retention rate." Your views about the statement. **(10)**