

Registration No :

--	--	--	--	--	--	--	--	--	--

Total Number of Pages : 02

IMBA
16IMN803C

8th Semester Regular / Back Examination: 2021-22

COMPENSATION AND BENEFIT MANAGEMENT

BRANCH(S): IMBA

Time : 3 Hour

Max Marks : 100

Q.Code : J057

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions :

(2×10)

- How market survey helps salary determination?
- Justify the rationale of wage differentials.
- Write a short note on broad-banding.
- What do you understand by competency-based pay?
- Does money motivates in long run?
- Why socio-economic dynamics need to be considered in wage fixation?
- Payment by results getting more popular. Why?
- How job evaluation leads to compensation design?
- What do you mean by employee stock option?
- Write a short note on employee recognition.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6×8)

- What is the difference between incentives and fringe benefits?
- Explain the strategy supportive reward system in the organisation?
- Explain how job enrichment and job enlargement are used as a part of compensation?
- What are innovative modes of compensation to incentivize top executives?
- Analyse the advantages and drawbacks of time wage and piece wage system.
- What are the legal considerations in wage administration?
- Explain the 3P compensation concept?
- Incentive schemes have both advantages and disadvantages. Justify.
- Compare job ranking with job classification.
- How the government regulate wage and salary determination?
- How to develop equitable compensation system?
- What are the salient characteristics of profit sharing plans?

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** How different types of incentive plans designed for different levels of employees in an organisation? (16)
- Q4** What are the important dimensions and objectives of sound compensation planning? (16)
- Q5** Discuss different theories of wages with their suitability. (16)
- Q6** State the healthcare, welfare and retirement benefits which are providing by the modern day's organisations. (16)