

8. What is a reward system? How does it motivate employees?

9. Explain the role of the Union movement to ensure the quality of work life in India.

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56047-2400-(P-4)(Q-9)(15)

Roll No.

56047

**M.B.A. 2 Year 3rd Semester
(N.S.) Batch 2011-13**

Examination-December, 2015

Compensation Management

Paper-MBA-308

Time : 3 hours

Max. Marks : 80

Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard will be entertained after the examination.

Note : Attempt any **four** questions from section-B carrying 16 marks each selecting at least **one** question from each unit. Section-A carrying two marks each is **compulsory** to attempt.

Section-A

1. Write short notes on the following. The answer should not exceed fifty words normally.

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(1)

[Turn Over

- (a) Define compensation
- (b) Economic theory of compensation.
- (c) Internal equity compensation system.
- (d) What is a retirement
- (e) Components of R&D staff compensation package
- (f) Reward system.
- (g) Role of trade union.
- (h) What is tax planning

Section-B

Unit-I

- 2. Define the skills required to design an effective compensation package for Indian organisations.

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- 3. "Compensation as motivational tool." Discuss with examples.

Unit-II

- 4. What are internal and external equities in compensation system? How do they motivate employees in the organisations? Discuss.
- 5. Describe the role of fringe benefits to increase the productivity and morale of employees in a company.

Unit-III

- 6. What are the components of compensation package of senior managers? How do they differ from chief executives? Discuss banking industry?
- 7. Differentiate the compensation package of R&D staff and knowledge workers with examples.