

7. Design the compensation package of professionals and knowledge workers in a Telecom Industry.

Unit

8. What is the role of Trade Unions in Compensation Management? How does it impact the organizational performance?
9. Explain the role of trade union movement to ensure the quality of life in India.

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Roll No.

56047

**M.B.A. 2 Yr. 3rd Sem. (N.S.)
Batch 2011-2013**

Examination- December, 2016

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 :

- (a) Define Compensation
- (b) Compensation as a managerial tool
- (c) Components of compensation
- (d) What is a retirement plan
- (e) Compensation plan
- (f) Tax planning
- (g) Role of trade union
- (h) International compensation

Section-B

Unit-I

2. Define the skills required to design an effective compensation policy for Indian organizations.

56047-2500-(P-4)(Q-9)(16) (2)

3. What is a compensation management system? Explain its policies and strategies influencing organizational growth.

Unit-II

- 4. Discuss the strategic perspectives of compensation policy in an organization. Explain its challenges in present environment.
- 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.

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