

Roll No. ....

**56047**

**MBA 2 Year 3rd Semester (Old) Batch  
2011-13 Examination – December, 2018**

**COMPENSATION MANAGEMENT**

**Paper : MBA-308**

*Time : Three Hours ]*

*[ Maximum 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 examination.*

*Note :* There will be *two* Section. Section 'A' consists of *eight* short answer type questions which is *compulsory*. Section 'B' consists of *eight* questions (*two* questions from each Unit) you are attempt *four* questions, selecting *one* from each Unit. All questions carry equal marks.

**SECTION – A**

1. Describe the following :

(a) Role of compensation.

56047- 100 -(P-3)(Q-9)(18)

P. T. O.

- (b) Internal Equity.
- (c) Dearness Allowance.
- (d) Benefits of incentives.
- (e) Key components of managerial compensation.
- (f) Emerging trends in managerial compensation.
- (g) How does tax planning help managers ?
- (h) Role of pay commissions.

### SECTION – B

#### UNIT – I

2. Discuss the economic theories related to compensation. <http://www.HaryanaPapers.com>
3. Describe strategic perspectives of compensation giving suitable examples.

#### UNIT – II

4. What is meant by inter and intra-industry compensation differentials ? Explain .
5. Write short notes on the following :
  - (a) Retirement plans.
  - (b) Pay for performance plans.

56047- (P-3)(Q-9)(18) ( 2 )

### UNIT – III

6. Discuss the components of executive compensation package.
7. What is meant by international compensation ? Why is it necessary to study these aspects ?

### UNIT – IV

8. Describe the statutory provisions governing different components of reward systems.
9. Write short notes on the following :
  - (a) Pay commissions
  - (b) Role of trade unions in compensation management.

<http://www.HaryanaPapers.com>

Whatsapp @ 9300930012  
Your old paper & get 10/-  
पुराने पेपर्स भेजे और 10 रुपये पायें,  
Paytm or Google Pay से

56047- (P-3)(Q-9)(18) ( 3 )