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**MMS / M-18**  
**COMPENSATION MANAGEMENT**  
**Paper-HRM-405**

*Time allowed : 3 hours*      *[Maximum marks : 70]*

**Note:-** Attempt any *eight* questions from the *part A* and any *three* questions from *part B*.

**Part-A**

1. Explain the meaning of the terms 'Compensation' and 'Compensation Management.'
2. What are the consequences of pay-dissatisfaction?
3. 'Performance Appraisal and Job Evaluation are same.' Do you agree?
4. Explain the meaning of the term 'Pay Structure'.
5. Explain the importance of the theory of wages. State the difference between blue collar, white collar and pink collar employees.
6. Elements of Expatriate's compensation package.
7. Recommendations of 2<sup>nd</sup> National Commission on labour relating to compensation.
8. Approaches to deal with workforce Redundancy.
9. Explain the concept of Fringe benefit.

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10. Components of Executive Remuneration.

**Part-B**

11. Define total reward. Explain the different kinds of monetary and non-monetary rewards.
12. Write a detailed note on Pay Commissions and Compensation decisions.
13. 'Several modern and traditional methods of performance appraisal are used for appraising an employee's performance'. Explain the methods of performance appraisal linked with compensation.
14. 'Compensation differs depending on several factors, both intra and inter industry.' In the light of this statement explain both inter and intra industry compensation differentials.
15. Explain in detail the payment of Wage Act, 1936.

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