

July-August 2016

Master of Business Administration (MBA) Examination
IV Semester

Compensation Management

Time : 3 Hours]

[Max. Marks : 80

Note : Section A is of 60 marks and attempt any four questions. Section B is of 20 marks which is compulsory.

Section A

1. Why is Job Evaluation important for Compensation Management ?
2. "Fringe benefits are normally used as informal way rather than an ethical motivation in the company." Discuss.
3. Explain basic applications of Performance Appraisal System.
4. Write short notes on any two of the following :
 - (a) Bargaining Theory.
 - (b) Knowledge based Pay System.
 - (c) Provident Fund Act, 1952.
 - (d) Payment of Gratuity Act, 1972.
5. Discuss the executive compensation plan and packages in India.

OR

Critically evaluate the functional role of Pay Commissions in India.

Section B

6. Prepare a write up on trends and compensations in IT Industry compare to other industries.

OR

FAILURE OF TEAM-BASED COMPENSATION PROGRAM

Team-based pay may not always be a success. At Minda printing a team-based compensation program was installed by management in the plant. Training in team behavior was conducted. When an announcement was made that the pay plan was being changed from across-the-board pay rises to a pay-for-performance system using team member input. Many workers objected to their team members influencing pay decisions, and the plant management had to defer implementing team-based rewards.

Question :

1. What does this experience at Minda printing illustrate ?

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