

2012

MASTER OF BUSINESS ADMINISTRATION

[Fourth Semester Examination]

COMPENSATION MANAGEMENT

(Specialisation : *Human Resource Management*)

PAPER—HR 402

Full Marks : 100

Time : 3 hours

The figures in the right-hand margin indicate marks.

Candidates are required to give their answers in their own words as far as practicable

Illustrate the answers wherever necessary

**Write the answers to questions of each Half
in separate books**

(Turn Over)

FIRST HALF

[Marks : 50]

1. Answer any *four* questions of the following : 5 × 4

(a) What are the objectives of compensation management ?

(b) Write a short note on 'Need-based wages'.

(c) Distinguish between 'Minimum wages' and 'Fair wages'.

(d) State in brief the roles of wage boards.

(e) Explain the term 'wage and salary structure'.

(f) In a working-class consumer price index number of a particular town, the weights corresponding to different groups of items were as follows :

Food 45, rent 15, garments 12, fuel and light 8 and misc 20. On the basis of base year, indices of current year are respectively 410, 150, 343, 248 and 285. Mr. X used to get Rs. 3000 in base year and in current year he gets Rs. 3300. To maintain the same standard of living at present how much DA should he get ?

2. Answer any *two* : 10 × 2

- (a) Briefly describe different theories of wages.
- (b) Describe quantitative techniques of job evaluation with suitable examples.
- (c) Enumerate the essentials of a sound wage and salary structure.

[*Internal Assessment* : 10 Marks]

SECOND HALF

[*Marks* : 50]

3. Answer any *four* questions : 5 × 4

- (a) Discuss the components of employee benefits in India.
- (b) Explain the merits of E. S. O. P. (Employee Stock Option Plan).
- (c) State the objectives of Minimum Wages Act, 1948.
- (d) Write short note on 'available surplus' under Bonus Act, 1965.

(e) What are the objectives of Equal Remuneration Act, 1976 ?

(f) How is bonus calculated as per Bonus Act, 1965 ?

4. Answer any *two* questions : 10 × 2

(a) Discuss the characteristics and constituents of a good incentive scheme in India.

(b) State in brief the issues and challenges in rewarding performance of employees.

(c) Discuss the strategies for executive compensation.

[*Internal Assessment* : 10 Marks]
