Reg. No. \_\_\_\_\_\_\_\_\_\_\_\_\_



**End Semester Examination – Nov / Dec – 2019**

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|  |  |  |  |
| **Code :** | **18MS3056** | **Duration :** | **3hrs** |
| **Sub. Name :** | **COMPENSATION MANAGEMENT** | **Max. Marks :** | **100** |

**ANSWER ALL QUESTIONS (5 x 20 = 100 Marks)**

|  |  |  |  |  |
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| **Q. No.** | **Sub Div.** | **Questions** | **Course**  **Outcome** | **Marks** |
| 1. |  | Enumerate in detail all the dimensions of compensation. | CO1 | 20 |
| **(OR)** | | | | |
| 2. |  | Explain with illustrations direct (monetary) and indirect (non-monetary) compensation. | CO1 | 20 |
|  |  |  |  |  |
| 3. |  | Analyze the guidelines for effective incentive plans. | CO2 | 20 |
| **(OR)** | | | | |
| 4. |  | Write short notes on compensation survey. | CO2 | 20 |
|  |  |  |  |  |
| 5. |  | Do you think that non-financial motivators can work more effectively when integrated with financial rewards in a total reward process? Give suitable reasons to support your example. | CO2 | 20 |
| **(OR)** | | | | |
| 6. |  | Elucidate Compensation and Performance Management System. | CO2 | 20 |
|  |  |  |  |  |
| 7. |  | Discuss on planning a job analysis program. | CO3 | 20 |
| **(OR)** | | | | |
| 8. |  | Illustrate the statutory benefits and fringe benefits in India. | CO3 | 20 |
|  | | **Compulsory**: |  |  |
| 9. | a. | Elaborate on the therories of executive compensation. | CO3 | 12 |
| b. | Briefly describe the role of labour unions in determining compensation. | CO3 | 8 |