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**DHANALAKSHMI SRINIVASAN COLLEGE
OF ARTS & SCIENCE FOR WOMEN
(AUTONOMOUS)**



(For Candidates admitted from 2019-2020 onwards)

PG DEGREE EXAMINATIONS APRIL – 2021

M.B.A

COMPENSATION MANAGEMENT

Time: 3 Hrs

Max.Marks: 75

PART A

CHOOSE THE CORRECT ANSWER

(10*1=10)

1. Basic compensations given to employees as salaries or wages are called
a) Base pay b) Wages c) Variable pay d) Salaries
2. Payments made to employees for the amount of time in which the employee has worked are classified as
a) Variable pay b) Salaries c) Base pay d) Wages
3. Compensation can be _____ benefits.
a) Monetary b) Non-monetary c) both 'a' and 'b' d) None of the above
4. Wages represents _____ rates of pay.
a) Hourly b) Daily c) Weekly d) Monthly
5. _____ are also called 'payments by results'.
a) Allowances b) Claims c) Incentives d) Fringe benefits
6. Incentives depends upon
a) Productivity b) Sales c) Profits d) All of the above
7. The following is paid only at the time of employees exit after serving more than five years
a) Perquisites b) Claims c) Gratuity d) Allowances
8. The following is not a part of remuneration model
a) Job description b) Job evaluation c) Job hierarchy d) Job analysis
9. In India, _____ wage is determined mainly for sweated industries
a) Minimum b) Fair c) Living d) Standard
10. Unions have sought to expand benefits for a number of reasons, including their desire for
a) Increased status b) Security c) A shorter work week d) All the above

PART - B

ANSWER ALL THE QUESTIONS.

(5X7=35)

11. a) What are the types of Compensation Philosophy?

(OR)

b) Discuss the Challenges Faced by Compensation Design

12. a) What are the Modern Compensation Systems?

(OR)

b) Write down the Features of Fringe Benefits.

13. a) Explain the Hierarchy of Needs.

(OR)

b) What are the Steps in Designing an Effective Executive Compensation Program

14. a) Explain the Incentive Plan Design Process

(OR)

b) Write a short note on (i) Pay and Commission (ii) Incentives

15. a) What are the Steps in Creating a Work-Life Balance

(OR)

b) Bring out the benefits of Need Analysis?

PART C

ANSWER ANY THREE QUESTIONS.

(3X10=30)

16. What are the factors considered in deciding the Compensation? Explain

17. Elaborate the types of Fringe Benefits.

18. Critically analyse and comment on the Wage fund theory.

19. Elaborate the methods of Rewarding of Sales Personnel

20. What is meant by Pay Commission? Explain the features of different pay commission.