

**M.B.A. 2 Year 3rd Semester (CBCS)
2019-20 New Scheme**

Examination, November-2023

COMPENSATION AND BENEFITS MANAGEMENT

Paper-20IMG23GH1/21IMG23GH1

Time allowed : 3 hours]

[Maximum marks : 80

Note: *Section A consists eight short answer type questions of 2 marks each. All the questions are compulsory. Attempt four questions from Section-B, selecting one question from each unit. All questions carry equal marks.*

Section-A

1. Describe the following:

- (a) Wage Fund Theory
- (b) Job Evaluation
- (c) Wage board
- (d) Residual claimant theory
- (e) Group Incentive plan
- (f) Perquisites
- (g) Compensation of Knowledge Workers
- (h) Profit Sharing Scheme

Section-B**Unit-I**

2. Explain the concept of compensation what are its objectives. Discuss financial and non-financial compensation system.
3. Explain the strategic importance of compensation management. Discuss the economic theories of compensation management.

Unit-II

4. Describe the concept of wage administration. Explain various types of wages. Discuss any two wage determination plans.
5. What do you mean by wage board? Discuss the objective and structure of wage board.

Unit-III

6. Explain concept of benefits. Discuss various types of employee benefits. Also explain factors influencing benefits.
7. What do you mean by executive compensation? Discuss different components of executive compensation.

Unit-IV

8. What do you mean by legal framework of compensation? Discuss important provisions and objectives of minimum wages act 1948.
9. What do you mean by welfare? Describe different statutory and voluntary measures of working conditions.