

Reg. No. \_\_\_\_\_ Name: \_\_\_\_\_

**APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY**  
**FIFTH TRIMESTER MBA DEGREE EXAMINATION JANUARY 2019**

**HR-T5-8 COMPENSATION MANAGEMENT**

Max. Marks: 60

Duration: 3 Hours

**Part A**

*Answer all questions. Each question carries 2 marks*

**Write brief note on the following:**

1. DA
2. Perquisites
3. Wage fund Theory
4. Gross Salary
5. CCA

(5x2 marks = 10 marks)

**Part B**

*Answer any 3 questions. Each question carries 10 marks*

6. Explain the general break up of components of compensation
7. Discuss briefly main provision of employee Provident Fund Act
8. Explain briefly the different wage fixing machineries in India
9. How does an expatriate pay package differs from domestic managers pay package
10. What do you mean by Compensation Survey? Explain the process of Compensation survey.

(3x10 marks = 30 marks)

**Part C**

*Compulsory question, the question carries 20 marks*

**CASE STUDY**

11. Even before its recent merger with BP, Amoco was already a major MNC with operations in dozens of countries. One of the most challenging issues that Amoco's HR executives have long have to confront has been juggling the legal, cultural and social factors dictating and reinforcing the need for different benefit programs in their organization. For example, in the US, Amoco offers insurance, vacation and sick leaves, alternate the work schedule, children centres, employees assistance programs and referral services. In Egypt, however, Amoco offers some other benefits. Among these, the more prominent is one-time Haj pilgrimage allowance and two annual subsidized trips to Egyptian resorts. In Netherlands, the emphasis is on flexibility. In Norway, fathers of newborns get five days of paid leave. Amoco employees in Norway get perhaps the most unusual benefit of all. Because the country has an especially high marginal tax rate. Are Employees often looking for benefits that there company can provide tax –free?
  - a. Comment on the employee benefits scheme offered by MNCs like Amoco. (10)
  - b. What factors are taken into consideration for designing a compensation package for employees working in MNCs like Amoco? (10)

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