

Reg. No. _____ Name: _____

APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY
FIFTH TRIMESTER MBA DEGREE EXAMINATION OCT 2018

HR-T5-8: COMPENSATION MANAGEMENT

Max. Marks: 60

Duration: 3 Hours

Part A

Answer all questions. Each question carries 2 marks

1. List any two methods of Job evaluation.
2. Write short note on broad banding.
3. “Fringe benefits are the need of the hour”. Comment
4. Why cost of living is calculated at the time of expatriate compensation calculation?
5. List out the Expatriate assignment approaches.

(5x2 marks = 10 marks)

Part B

Answer any 3 questions. Each question carries 10 marks

6. Certain principles should be kept in mind for wage and salary administration. Explain
7. Write note on Wage policy. List out the objectives of wage policy in India.
8. “Theories of wage determination laid foundation for wage fixation”. Explain.
9. Write note on Repatriation. Explain the steps to be followed at the time of repatriation of an employee.
10. Comment on the role of ESI Corporation in ensuring the social security of Indian labour force.

(3x10 marks = 30 marks)

Part C

Compulsory question, the question carries 20 marks

11. Sigma is an automobile manufacturing company based on Kanpur with 400 employees. The company had grown significantly but their compensation plans and structure had not been updated. The company wanted to streamline its compensation process and provide a more consistent and standard approach for compensation so that there was a set of guidelines to act as a framework for compensation decisions. Six of the top performing executives resigned in past two months The Compensation Committee of the Board wanted to make sure its executive compensation plans were appropriate and they want to bring down the attrition rate of executive level employees.

a. As a member of the compensation committee what steps you will consider in designing the salary structure of the organization. (12)

b. Examine the things to be kept in mind while setting salary structure of executives. (8)

(20 marks)
