

(i) Printed Pages : 3]

Roll No. ....

(ii) Questions : 10]

Sub. Code : 

3	8	5	4
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Exam. Code : 

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## M.Com. 4th Semester Examination

# 1047

### HUMAN RESOURCE MANAGEMENT

[Group : B (Compensation Management)]

(Same for USOL Candidates)

**Paper : MC-409**

**Time : 3 Hours]**

**[Max. Marks : 80**

*Note* :- Attempt *five* questions in all, selecting at least *one* question from each Unit. All questions carry equal marks.

#### Unit-I

1. Discuss various behavioural theories that relate to compensation management. Are these theories relevant in present day scenario ?
2. Define strategic Compensation management. How can strategic compensation be aligned with general business strategies in an organization ?

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Turn Over

3. Can Compensation be used as a motivation tool ?  
Discuss giving suitable examples.

### **Unit-II**

4. Define Job Evaluation. Describe its various techniques that help in determining the worth of a job in an organization.
5. Write a note on different components of compensation package. Discuss the significance of each in detail giving suitable examples.
6. Write short notes on the following :
- (a) Inter-industry compensation differentials
  - (b) Incentives and Retirement plans

### **Unit-III**

7. Why is there a necessity to have different compensation pattern for corporate directors and senior managers ? What are the components of executive compensation ?
8. Write a note on compensation plans for sales staff and R & D Staff in an organization.

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### **Unit-IV**

9. Write short notes on the following :

(a) Wage Boards in India

(b) Role and significance of Pay Commissions

10. Define Tax Planning. How does tax planning differ for domestic and international organizations ?