

(i) Printed Pages : 2 Roll No. ....

(ii) Questions : 10 Sub. Code : 

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Exam. Code : 

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Master of Commerce 4<sup>th</sup> Semester  
1059

**GROUP B : (HUMAN RESOURCE MANAGEMENT)**

**COMPENSATION MANAGEMENT**

**(Same for USOL Candidates)**

**Paper : MC-409**

**Time Allowed : Three Hours] [Maximum Marks : 80**

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

**UNIT—I**

- I. What is the role of compensation and rewards in modern organization ? What are the advantages of fair compensation system ? 8+8
- II. How does an organization align compensation strategy with its HR strategy and business strategy ? 16
- III. Do you think that non-financial motivators can work more effectively when integrated with financial rewards in a total reward process ? Explain with suitable examples. 16

**UNIT-II**

- IV. What do you mean by compensation structure ? What are the components of organization structure ? 6+10

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- V. "Compensation differs depending on several factors both intra and inter industry". In the light of this statement explain both inter and intra industry compensation differentials. 16
- VI. Discuss the prevalent system of wage incentives in India. What are the pre-requisites of good wage incentive scheme ? 8+8

### UNIT—III

- VII. What do you mean by compensation for Special Groups ? What are the components of executive compensation package ? Give reasons for high executive compensation. 4+8+4
- VIII. Briefly discuss various approaches to International compensation. What should be the components of International compensation package ? 8+8

### UNIT—IV

- IX. Discuss various statutory employee welfare programmes. 16
- X. The role of Trade Unions in labour welfare is being reduced recently. Discuss. 16