

D.K.M. COLLEGE FOR WOMEN (AUTONOMOUS), VELLORE-1
SEMESTER EXAMINATIONS
NOVEMBER – 2018
ELECTIVE : COMPENSATION MANAGEMENT

15CPHR1E

Time : 3 Hours

Max. Marks: 75

SECTION – A (5 x 6 = 30)

Answer ALL the questions.

1. (a) Explain the meaning and objectives of compensation management.
(Or)
(b) Write short notes on
 - i) Subsistence theory of wages.
 - ii) Marginal productivity theory of wages.

2. (a) Explain the benefits and limitations of team based pay.
(Or)
(b) Briefly explain the concept of variable pay and its importance.

3. (a) Explain any five features of Fringe benefits.
(Or)
(b) What is Dearness allowance and how it is calculated?

4. (a) Write short notes on Executive Compensation and Components of Pay Packages given to Senior Executives of Corporation.
(Or)
(b) What is ESOP? Explain the various tax benefits of ESOP.

5. (a) Write a note on various negotiation strategies in Collective Bargaining.
(Or)
(b) Sketch out the emerging trends in Industrial Relations during the Post Globalisation in Indian context.

SECTION – B (3 x 15 = 45)

Answer any THREE of the following questions.

6. Explain the internal and external factors considered while designing compensation.
7. Explain the steps involved in determination of inter and intra industry differentials in compensation.
8. “A golden handshake is similar to, but more generous than a golden parachute” – Elucidate this statement.
9. “Executive pay is structured to reward company performance and align executive pay with shareholder value” – Justify this statement.
10. Explain the process of collective bargaining in detail.
