

(01/13-II)

2432

M.B.A. EXAMINATION

(Third Semester)

(Dec. 2011 Fresh)

H-302

COMPENSATION MANAGEMENT

Time : Three Hours

Maximum Marks : 70

Note : Attempt *Five* questions in all. Q. No. 1 is compulsory. All questions carry equal marks.

1. Write short notes on the following :

- (a) Employee stock option plan
- (b) Annual bonus
- (c) Allowances
- (d) VRS
- (e) Collective Bargaining

- (f) National Minimum Wage
 - (g) 3-P compensation concept.
2. What do you mean by Wage boards ? Explain the role and importance of Wage boards in Compensation.
 3. What do you mean by VRS ? Explain its need and process used by employers.
 4. What do you mean by Internal and external equity in compensation ? Explain its role and importance in detail.
 5. What do you mean by Managerial Compensation ? Explain various strategies used for Managerial compensation.
 6. Explain various components of compensation package giving special focus on incentives and fringe benefits.
 7. Explain various statutory provision governing different components of reward system.
 8. Describe merits and demerits of Trade Unions for employees as well as employers.