

Code: 9E00307c

MBA III Semester Regular and Supplementary Examinations April 2014

REWARD MANAGEMENT

(For students admitted in 2010, 2011 and 2012 only)

Time: 3 hours

Max. Marks: 60

Answer any FIVE questions
All questions carry equal marks

- 1 (a) Distinguish between a wage and a salary.
(b) Enumerate basic components of compensation.
(c) Explain the factors determining compensation.
- 2 Discuss in detail the *Modus Operandi* of competency analysis.
- 3 (a) What do you mean by graded pay structures?
(b) What is meant by broad banding in compensation?
(c) Elaborate the principles governing pay structures.
- 4 (a) How do you plan to arrive at skill based pay?
(b) What are the advantages and disadvantages of team rewards?
(c) List out non-financial rewards in Indian organizations.
- 5 (a) Distinguish between an allowance and pension.
(b) Explain various allowances and pension schemes.
- 6 What precautions do you suggest in managing reward systems in MNCs?
- 7 (a) Explain the factors governing pay commissions in India.
(b) Give a detailed comparison of Indian and international pay systems.
- 8 (a) What are the dilemmas generally faced by HR managers in fixing compensation?
(b) What are the fundamental principles governing performance based compensation?
(c) Explain the practice of pay structures in Crompton Greaves limited in India.
