

**M.B.A Semester-3 , JAN - 2018**

**COMPENSATION MANAGEMENT**

**Time: 02.30 Hrs**

**Paper No: 305**

**Subject Code: 4721**

**Marks: 70**

Q.1 Explain components and dimensions of compensation in detail. 14

OR

Q.1 Explain "Reward as retention strategy" with suitable example. 14

Q.2 Write a detail note on following. 14

A. Financial reward                      B. Non-Financial reward

OR

Q.2 Explain Relationship between Job evaluation and compensation in detail. 14

Q.3 Write a detail note on following. 14

A. Contingent Pay                      B. Team Pay

OR

Q.3 Explain Following Terms. 14

A. Convergence                      B. Divergence                      C. Home-Based pay                      D. Host-Based pay

E. Multinational Firms.                      F. Globalization                      G. International Firms

Q.4 Discuss Competency based pay as tool of Success for organizations with suitable examples in detail. 14

OR

Q.4 Explain Pay Design in detail. 14

Q.5 Explain Principal- Agent theory. Discuss its importance in Reward management. 14

OR

Q.5 Being Human Resource Manager, How will you Prepare Compensation Strategy for Workers in your organization? Discuss With suitable example in detail 14