

M.A. DEGREE EXAMINATION, APRIL 2019
II Year IV Semester
Compensation and Benefits

Time : 3 Hours

Max.marks :75

Section A ($10 \times 2 = 20$) Marks

Answer any **TEN** questions

1. Define compensation Management
2. Forms of pay
3. Write a note on Fringe Benefits.
4. Short note on Wage and salary.
5. Payment by Results.
6. Write a note on.
 - A. DA
 - B. Incentives.
7. Pay structure.
8. Skill analysis.
9. Performance appraisal.
10. Occupational health.
11. Corporate directors.
12. Ethics.

Section B ($5 \times 5 = 25$) Marks

Answer any **FIVE** questions

13. Explain the wage theories.
14. Explain the needs of compensation.
15. Describe the organisational determinants of pay structure.
16. Write short note on pay for performance plan.
17. Explain the concepts of long term incentive plans. What are its advantages and Limitations?
18. Differentiate between expatriates and repatriates.
19. Explain Salary survey.

Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

20. The announcement came as a jolt not only to TCS employees but also to the entire Indian IT industry. The company came in for severe criticism and it was accused of not being transparent with respect to EVA calculation. However, some analysis felt the pay cuts were a result of the macroeconomic challenges that the Indian IT companies were facing rapid appreciation of the rupee against the US dollar and the recession in the US economy (USA was the largest market for the Indian IT companies).

* Discuss various concepts related to compensation management.

PART - B

Answer any **TWO** questions

21. Elaborate the various types of strategic choices need in pay structure determination.
22. Explain the needs and steps involved in compensation of Executive HR.
23. Explain the techniques and challenges involved in job evaluation describe the merits of competency mapping.
24. Elaborate the Cost and Benefits approaches to International Compensation.

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Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

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