

**M.A. DEGREE EXAMINATION, EVEN SEMESTER 2021**  
**II Year IV Semester**  
**Compensation and Benefits**

**Max.marks :25**

Answer any **FIVE** questions ( $5 \times 5 = 25$ ) Marks

1. Define the concept of compensation and the factors affecting it.
2. Describe the procedure of wage fixation and discuss any two theories of wage.
3. Comment on a) Performance linked pay and b) Executive compensation.
4. Write a brief about a) Fringe benefits and b) Cafeteria approach
5. Examine and summarize about job evaluation, its methods and pitfalls.
6. Discuss the features and importance of international compensation.
7. Write short notes on a) Salary buckets and b) Incentive plans.