

**SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)**

**(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)
Chromepet, Chennai — 600 044.**

M.A. END SEMESTER EXAMINATIONS APRIL - 2022

SEMESTER - IV

18PHRCT4A13 - Compensation and Benefits

Total Duration : 3 Hrs.

Total Marks : 60

Section A

Answer any **SIX** questions ($6 \times 5 = 30$ Marks)

1. Define the term Compensation and list its objectives.
2. Differentiate between Salary and Wage.
3. Establish the relationship between Job Analysis and Job Evaluation.
4. Explain the term competency based pay.
5. Distinguish between Incentives and Rewards.
6. Explain the Significance of International Compensation.
7. Enumerate the components of wage and benefits structure.
8. Describe the advantages of Competency Mapping.

Section B

Part A

Answer any **TWO** questions ($2 \times 10 = 20$ Marks)

9. Discuss the subsistence wage theory and marginal productivity theory in detail.
10. What are the major factors impact the pay structure of an employee?
11. Explain different kinds of strategies used for measuring job Performance.
12. Describe the challenges faced by the organization in compensation management.

Part B

Compulsory question ($1 \times 10 = 10$ Marks)

13. Classify the various forms of pay with suitable examples.
