

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.(HRM) END SEMESTER EXAMINATIONS APRIL - 2023

SEMESTER - IV

20PHRCT4013 - Compensation and Benefits

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

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

1. What are the main objectives of compensation management?
2. Discuss 3P's concept in salary system.
3. Explain various forms of pay structure.
4. Distinguish between salary and wage.
5. Explain the different fringe benefits that can be provided in Organisation in India.
6. Explain the determinants of incentive plan.
7. What are the steps involved in job evaluation process?
8. Which are the strategic choices made in global compensation? Explain.

Section C

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

9. Discuss the role of financial and non-financial incentives in measuring cost to company for an organization.
10. In detail explain Taylor's differential piece rate method.
11. Discuss the significance of external equity of internal equity in compensation systems.
12. Explain various factors influencing expatriate compensation with suitable examples.

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

13. What are the forms of compensation? Explain the features of a good compensation plan.
