

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 - 2024

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. State the 3P's in Compensation Management.
2. Define the concept of Compensation.
3. What is bench marking in compensation?
4. Distinguish between wage and salary.
5. Give Examples for Monetary and Non-Monetary benefits.
6. Illustrate salary Band and Salary Bucket.
7. What do you mean by International Compensation?
8. Differentiate between expatriates and repatriates.

Section C

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

9. Explain the process of designing the compensation system.
10. Describe the Theories of Wages.
11. Examine the approaches in fringe benefits and employee services.
12. Assess the National Differences in Compensation.

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

13. Appraise the various theories of Compensation.
