

Roll No.

12624

**MBA 2 Year 3rd Semester (CBCS)
2019-20 New Scheme
Examination – December, 2022**

**HUMAN RESOURCE MANAGEMENT
(Compensation And Benefits Management)**

Paper : 20IMG23GH1

Time : Three hours]

[Maximum Marks : 80

Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard, will be entertained after examination.

Note : Section-A contains *eight* short answer type questions of 2 marks each. All the questions are *compulsory*. Section-B attempt *four* questions in all, selecting *one* question from each Unit. All questions carry equal marks.

SECTION – A

1. Describe the following :

- (a) Fair Compensation System
- (b) Expectancy Theory

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- (c) Subsistence Theory
- (d) Co-partnership
- (e) Childcare benefits
- (f) Group insurance
- (g) Provident Fund
- (h) Working conditions

SECTION – B

UNIT – I

2. Define the role of compensation in modern organization. Discuss its importance and new trends in compensation management.
3. Explain the behavioral theories of compensation management. Discuss how compensation is considered as a motivational tool ?

UNIT – II

4. What do you mean by team based compensation ? Discuss the composition of team based management.
5. Explain incentive scheme. Also discuss types of incentive schemes.

UNIT – III

6. Explain the concept of competency. What do you mean by competency based compensation ? Also discuss compensation structure of R & D staff.

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7. Discuss the executive compensation design. Explain various approaches to executive compensation plans.

UNIT – IV

8. Explain different taxation issues in employee compensation. Discuss income tax act and its objectives.

9. Define retirement plans. What are their objectives ? Explain different retirement plans.

12624- (P-3)(O-9)(22) (3)