Seat No: _____   Enrollment No: _____

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
MBA Winter 2018-19 Examination

Semester: 4   Date: 13/12/2018
Subject Code: 06202252   Time: 02:00 pm to 04:30 pm
Subject Name: Compensation Management   Total Marks: 60

Instructions
1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as Directed.

A).Multiple choice type questions/Fill in the blanks.   (Each of 1 mark)   (05)

1. Compensation can be _____ benefits.
   a) Monetary   c) both 'a' and 'b'
   b) Non-monetary   d) None of the above
2. Wages represents _____ rates of pay.
   a) Hourly   c) Weekly
   b) Daily   d) Monthly
3._____ is also called 'payments by results'.
   a) Allowances   c) incentives
   b) Claims   d) fringe benefits
4. A fair day work for fair day pay' denotes a sense of _____ felt by employees.
   a) Responsibility   c) Happiness
   b) Equity   d) Respect
5. Which of the following factor influence(s) employee compensation?
   a) Labour market   c) Labour unions
   b) Cost of living   d) All of the above

B).Define the following. (Each of 1 mark)   (05)
1. What is compensation?
2. Define 360 degree feedback?
3. Which types of reward is given to employees?
4. What is job evaluation?
5. Who is employee?

C).Direct questions. (Each of 1 mark)   (05)
1. What is time rated pay?
2. Define reward management?
3. What is wage policy?
4. What is pricing job?
5. What is a fringe benefit?

Q.2 Answer the following questions.
A). Explain forms and types of performance linked reward schemes?   (07)
B). Explain the 3-p compensation concept?   (08)

Q.3 Answer the following questions.
A). Define compensation strategy at micro level?   (07)
B). Explain methods and system of job evaluation?   (08)

Q.4 Attempt any two questions.   (Each of 7.5 mark)   (15)
1. If you are a HR manager of one company then design a reward system for employee
   according to their work.
2. Write down elements of managerial compensation?
3. Write down any 4 classification of employee benefits?
4. What is pay surveys why to conduct a survey?