

24804389



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Reg. No.....

Name.....

**M.A. (H.R.M.) / M.H.R.M. DEGREE EXAMINATION, SEPTEMBER 2024**

**Third Semester**

**CC 22—COMPENSATION MANAGEMENT AND REWARD SYSTEM**

(2023 Admissions – Regular / 2020-22 Admissions – Supplementary / 2019 Admissions –  
First Mercy Chance / 2018 Admissions – Second Mercy Chance)

Time : Three Hours

Maximum : 60 Marks

**Section A**

*Answer any **five** questions.  
Each question carries 3 marks.*

1. What is meant by Piece Rate System ?
2. Definition of the Fair wage.
3. What is the VRS ?
4. Define the Wage Structure.
5. What is a Profit sharing ?
6. Write short notes on VRS.
7. Write Uses of Wage boards.

(5 × 3 = 15)

**Section B**

*Answer any **three** questions.  
Each question carries 10 marks.*

8. Explain the Elements of Wage and Salary Administration.
9. Discuss the Determining salary structures?
10. Describe the Statutory regulations of wage.
11. Explore the Principles of pay determination.
12. Mentioned the Difference between Individual Incentive plans and Group Incentive plans.

(3 × 10 = 30)





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**Section C**

*Answer any **one** question.  
The question carries 15 marks.*

13. Briefly Explain the Payment of Wages Act 1936 and Bonus act 1965.
14. Discuss the Stages and Types of Organisation wide incentive plan.

(1 × 15 = 15)

