

QP CODE: 25805062



Reg No :

Name :

MBA DEGREE EXAMINATION, NOVEMBER 2025

Third Semester

Master of Business Administration

ELECTIVE - 24MB03FE24 - COMPENSATION MANAGEMENT

2024 Admission Onwards

DD29DF99

Time: 3 Hours

Maximum Marks: 60

Part A

*Answer any **five** questions. Each question carries **2** marks.*

1. List the factors affecting compensation.
2. What is supplementary compensation and mention one advantage and disadvantage of it?
3. What is a ranking method in job evaluation method ?
4. Describe how internal equity effects compenation management.
5. What is an employee stock ownership plan (ESOP)?
6. Define Bonus under the Payment of Bonus Act.
7. How future trend effects compensation pattern?

(5×2 = 10 Marks)

Part B

*Answer any **five** questions. Each question carries **6** marks.*

8. Differentiate between minimum wage, living wage and fair wage.
9. "Organisations using different types of pay structures in determining employee compensation". Give your opinion.
10. Explain industry compensation differentials and the factors influencing them.
11. Explain the difference between financial and non financial incentives.
12. Explain the statutory provisions related to wages and social security laws.
13. Explain the scope of Wage Boards and Pay Commissions in designing fair and balanced reward systems.





14. What are the compensation practices in established and emerging sectors?

(5×6 = 30 Marks)

Part C

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

Question number 17 is compulsory .

15. Case Study: XYZ Pvt. Ltd. is facing employee dissatisfaction due to outdated compensation policies. Suggest improvements using principles of Compensation management.

16. "Compensation effects organisation performance" Explain the strategic role of Compensation Components in the over all business performance.

Compulsory Question

17. Evaluate the effectiveness of Pay for Performance and Employee Stock Ownership Plans in improving organizational productivity, citing suitable examples.

(2×10 = 20 Marks)

