



QP CODE: 26801884



26801884

Reg No :

Name :

MBA DEGREE SPECIAL REAPPEARANCE EXAMINATION APRIL 2026

Third Semester

MASTER OF BUSINESS ADMINISTRATION

ELECTIVE - 24MB03FE24 - COMPENSATION MANAGEMENT

2024 ADMISSION ONLY

5D80E895

Time: 3 Hours

Maximum Marks: 60

Part A

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

1. Define compensation and its importance in HRM.
2. Discuss the debt method wage system.
3. State two limitations of job evaluation.
4. Discuss the importance of pay surveys.
5. Define pay by seniority.
6. What is "gratuity" in social security law?
7. Compensation management in private sector.

(5×2 = 10 Marks)

Part B

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

8. Illustrate the objectives and scope of a well-designed compensation system covering both base and supplementary pay.
9. Explain industry compensation differentials and the factors influencing them.
10. Differentiate between internal equity and external equity with examples.
11. Explain the concept of Dearness Allowance. How it affects employees of the organisation?
12. How does the Payment of Bonus Act promote employee motivation and organizational harmony?
13. Describe the objectives and functions of wage boards in India.





14. Explain the key components of pay that form the basis of compensation structure in start up organizations.

(5×6 = 30 Marks)

Part C

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

Question number 17 is compulsory .

15. Discuss the relationship between job evaluation, pay structure, and employee satisfaction.
16. Design a compensation plan for a start-up facing high attrition due to lack of incentives.

Compulsory Question

17. Discuss the role of non-financial incentives in improving employee performance.

(2×10 = 20 Marks)

