

Code: 9E00307c

MBA III Semester Supplementary Examinations September/October 2014

REWARD MANAGEMENT

(For students admitted in 2010, 2011 and 2012 only)

Time: 3 hours

Max Marks: 60

Answer any FIVE questions
All questions carry equal marks

- 1 (a) Define reward.
(b) Enumerate basic components of compensation.
(c) Explain the factors determining compensation.
- 2 (a) Explain merits and demerits of job evaluation.
(b) Discuss the steps involved in determination of compensation in organizations.
- 3 (a) What do you mean by graded pay structures?
(b) What is meant by broad banding in compensation?
(c) Elaborate the principles of governing pay structures.
- 4 (a) What are the advantages and disadvantages of team rewards?
(b) Distinguish between performance management and rewards.
(c) Discuss various shop floor incentive schemes available in India.
- 5 (a) How do you manage reward system for special group employees?
(b) Discuss the process of fixing rewards for directors and executives.
- 6 (a) Distinguish between expatriates and repatriates.
(b) What are the unique characteristics of reward systems for expatriates in India?
(c) Prepare a reward system for sales officer on foreign assignment.
- 7 (a) What are the main provisions of Minimum Wages Act 1948?
(b) Discuss in detail the duties and responsibilities of wage boards in India.
- 8 (a) What do you mean by temperamental talent?
(b) Explain about team based compensation in MNCs.
(c) Explain pay practices in TCS.
