**STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI 600 086**
**(For candidates admitted during the academic year 2020 -2021 and thereafter)**

**SUBJECT CODE : 20HR/PC/CM34**

**M.A. DEGREE EXAMINATION, NOVEMBER 2022**
**HUMAN RESOURCE MANAGEMENT**
**THIRD SEMESTER**

COURSE   : CORE
PAPER    : COMPENSATION MANAGEMENT AND SOCIAL SECURITY
TIME     : 3 HOURS                                                        MAX. MARKS : 100

**SECTION - A**
**ANSWER ALL QUESTIONS.  EACH ANSWER SHOULD NOT EXCEED 50 WORDS:**
**(10 X 2 = 20)**

1.  Expand ESOPs. What is its objective?
2.  What is Compensation?
3.  Is Gain Sharing individual or group incentive plan? Why?
4.  Define Minimum wage.
5.  What is Variable Pay?
6.  Explain Executive Compensation.
7.  What is role of wage board?
8.  Give the meaning of Fringe Benefits.
9.  List different Employee Benefit Programs.
10. What is Job Evaluation?

**SECTION - B**
**ANSWER ANY FOUR QUESTIONS.  EACH ANSWER SHOULD NOT**
**EXCEED 600 WORDS:**                                                     **(4 X 10 = 40)**

11. List different wage plans. Distinguish between Time-rate and Piece-rate system.
12. Explain the importance of salary survey. What are the issues in conducting such a survey?
13. Discuss the role of Monetary and Non-Monetary incentives in motivating employees.
14. What are the issues related to Compensation in service/ Hospitality industry?
15. List the objectives of Job Evaluation and discuss its techniques.
16. Write a short note on Pay Commission.

**SECTION - C**
**ANSWER ANY TWO QUESTIONS.  EACH ANSWER SHOULD NOT**
**EXCEED 1200 WORDS:**                                                    **(2 X 20 = 40)**

17. As an HR Manager, develop an incentive plan for the following positions:
    (i) Machine Operator, (ii) Plant Manager. What factors will you consider in arriving at the
        incentive plans?
18. Discuss the role of fringe benefit as motivators vs. their role as merely stimulating long-term
    employment.
19. What do you mean by Compensation Structure? What are the components of modern
    Compensation structure?
20. Elaborate the legal perspectives with reference to benefits for employees and also highlight
    non-mandatory benefits which companies offer.

***********