

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

M.A. DEGREE EXAMINATION, NOVEMBER 2023
HUMAN RESOURCE MANAGEMENT
THIRD SEMESTER

COURSE : CORE
PAPER : COMPENSATION MANAGEMENT AND SOCIAL SECURITY
SUBJECT CODE : 20HR/PC/CM34
TIME : 3 HOURS **MAX. MARKS : 100**

SECTION - A

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

1. Define compensation.
2. What is meant by team reward?
3. What is wage mix?
4. Define job evaluation.
5. Define incentive.
6. What is meant by variable pay.
7. Explain benefits.
8. Define benchmarking.
9. Explain security benefits.
10. What is the need for wage boards.

SECTION - B

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

11. Discuss on the compensation philosophies.
12. What are the duties of a compensation specialist?
13. Discuss on how Compensation is a retention strategy.
14. Discuss on the group and organisation incentive plans.
15. Elaborate on government regulation on compensation.
16. Discuss on designing a benefits package.

SECTION - C

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

17. Elaborate on the various compensation approaches.
18. Discuss on the elements of executive compensation and International compensation.
19. Discuss on the Benchmarking benefits need analysis.
20. How to create a good Work Life Setting
