

**STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI 600 086**  
**(For candidates admitted during the academic year 2023 -2024 & thereafter)**

**M.A. DEGREE EXAMINATION, NOVEMBER 2024**  
**HUMAN RESOURCE MANAGEMENT**  
**THIRD SEMESTER**

**COURSE : CORE**

**PAPER : COMPENSATION MANAGEMENT AND SOCIAL SECURITY**

**SUBJECT CODE : 23HR/PC/CM34**

**TIME : 3 HOURS**

**MAX. MARKS : 100**

<b>Q. No.</b>	<b>SECTION A</b>	<b>CO</b>	<b>KL</b>
	<b>Answer ALL in 50 words. (10 x 2 = 20 marks)</b>		
1.	What is meant by variable pay?	CO1	K1
2.	Define compensation philosophy	CO1	K1
3.	What is pay grade?	CO1	K1
4.	Define wage board.	CO1	K1
5.	What is meant by Executive compensation?	CO1	K1
6.	Differentiate between ESPP and ESOP	CO1	K2
7.	Why is compensation benchmarking a benefit to the employer?	CO1	K2
8.	Outline the concept of compensation responsibility.	CO1	K2
9.	State the concept of social security	CO1	K2
10.	Differentiate between team rewards and individual rewards	CO1	K2
<b>Q. No.</b>	<b>SECTION B</b>	<b>CO</b>	<b>KL</b>
	<b>Answer any TWO question from each K level not exceeding 600 words. (4 x 10 = 40 marks)</b>		
11.	Discuss the components of International compensation	CO2	K3
12.	Enumerate the methods of job evaluation.	CO2	K3
13.	Write a short note on pay commission.	CO2	K3
14.	How do you align business strategy and compensation strategy?	CO3	K4
15.	State and explain the factors affecting wage mix	CO3	K4
16.	Describe the different types of employee benefits with suitable examples.	CO3	K4
<b>Q. No.</b>	<b>SECTION C</b>	<b>CO</b>	<b>KL</b>
	<b>Answer any ONE question from each K level (2 x 20 = 40 marks)</b>		

17.	Compare the different types of compensation with suitable examples.	CO4	K5
18.	Enumerate few legal constraints related to pay system.	CO4	K5
19.	<p><b>Case Study:</b></p> <p>Gugan Enterprises is a medium-sized technology company specializing in software development and IT services. The company has been operating for 15 years and has experienced steady growth. However, recently, they noticed a decline in employee satisfaction, increased turnover rates, and difficulties attracting qualified candidates for critical positions. After conducting an internal assessment, the HR department identified compensation management as one of the main areas requiring improvement. The Challenges faced by the company are Outdated Compensation Structure, Lack of Performance-Based Incentives, Market Competitiveness, Inconsistent Salary Reviews, Transparency and Communication. Analyze the case and suggest a suitable approach to manage compensation effectively.</p>	CO5	K6
20.	<p><b>Case Study:</b></p> <p>A Multi Global company is facing a tough competition for their products. CEO of the company wishes that their products should have unique features so that the customers will prefer their products. For this, CEO decides to strengthen the R&amp;D department of the company. CEO also desires to redesign the compensation package for R&amp;D staff. You are appointed as consultant to design the suitable compensation package for R&amp;D staff by the company. Recommend the measures to be taken by the CEO of the company.</p>	CO5	K6

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