8. Explain about the minimum wage and social benefits schemes.

7. Why are all the members in the board?

6. What is the commission salary plan? Bring out its merits.

5. Distinguish the basic features between wage and salary.

4. How does the wage is fixed in India?

3. What is a salary matrix?

2. Explain various types of incentives.

1. What is compensation? Explain his objectives.

All questions carry equal marks.

PART A — (5 x 6 = 30 marks)

Time: Three hours

MHR 4003

(2012 - 13 Batch onwards)

COMPENSATION MANAGEMENT

Human Resource Management

Fourth Semester

December 2014-January 2015

M.B.A. Degree Examination

MR. SASHIDHAR

The General Manager

The General Manager, Mr. Sashidhar, resigned to surprise the company.

Questions:

(a) What is wrong with the resignation policy of the company?

(b) Why did Mr. Sashidhar resign?

(c) What prevented the General Manager from resigning?

(d) What is a salary matrix?

(e) Explain various types of incentives.

(f) Distinguish the basic features between wage and social benefits schemes.

(g) Who are all the members in the board?

(h) Explain about the minimum wage and social benefits schemes.

Later, the matter immediately, but dropped the idea. The General Manager wanted to appoint a committee to go into the matter. He received his resignation on 26th January 1998. The General Manager failed to convince Mr. Sashidhar to resign.

The morning of 26th January 1998, the General Manager saw the resignation letter of Mr. Sashidhar along with the resignation letter of Mr. Sashidhar.

It was quite surprising for the General Manager to hear many more organizational problems. He was already aware that Mr. Sashidhar had the management felt that Mr. Sashidhar had the potential to bear many more organizational structures. His colleagues also started supporting him. His colleagues also started supporting him.

After some time, the superiors started riding over the company.

MR. SASHIDHAR has settled down and will remain in...
PART B — (5 x 10 = 50 marks)

Answer any FIVE questions.

All questions carry equal marks.

9. Discuss the various compensation approaches in compensation management. Explain in detail.

10. "Fringe Benefits are normally used as an informal way rather than a ethical motivation in a company" - Critically Evaluate.

11. How are the compensation classified? Explain

12. Elucidate the need for compensation management in multinational organisations.

13. Elaborate the various incentive plans followed in modern organisation.


15. Elaborate the various methods of rewarding of sales personnel.


PART C — (20 marks)

Compulsory.

17. Case Study.

Upton Electronics Ltd is a pioneering and internationally reputed firm in the Electronics industry. It is one of the largest firms in the country. It attracted employees from internationally reputed institutes and industries by offering high salaries, perks etc. It had advertised for the position of an Electronics Engineer recently. Nearly 150 candidates working in various electronics firms applied for the job. Mr. Sashidhar, an Electronics Engineering Graduate from Indian Institute of Technology with 5 years working experience in a small electronics firm was selected from among the 130 candidates who took the tests and interview. The interview board recommended an enhancement in his salary by Rs.500 more than his present salary at his request. Mr. Sashidhar was very happy to achieve this and he was congratulated by number of people including his previous employer for his brilliant interview performance and good luck.

Mr. Sashidhar joined Upton Electronics Ltd on 21st January, 1996 with great enthusiasm. He also found his job to be quite comfortable and a challenging one and he felt it was highly prestigious to work with this company during the formative years of his career. He found his superiors as well as subordinates to be friendly and cooperative. But this climate did not last long. After one year of his service, he slowly learnt about a number of unpleasant stories about the company, management, the superior-subordinate relations, rate of employee turnover, especially at higher level. But he decided to stay on as he promised several things to the management in the interview. He wanted to please and change the attitude of the management through his diligent performance, firm commitment and dedication. He started maximising his contributions and the management got the impression that