

Code: 9E00307c

MBA III Semester Supplementary Examinations, July 2013

REWARD MANAGEMENT

Time: 3 hours

Max Marks: 60

Answer any FIVE questions
All questions carry equal marks

- 1 (a) Define a reward.
(b) Explain the significance of 'Reward Management' in organizations.
- 2 (a) What is job evaluation?
(b) Explain merits and demerits of job evaluation.
(c) Discuss the steps in determination of compensation in organizations.
- 3 (a) What are the major objectives of pay structures?
(b) Enumerate the types of pay structures available in Indian organizations today.
- 4 (a) Define performance management.
(b) Distinguish between performance management and performance appraisal.
(c) Discuss various shop floor incentive schemes available in India.
- 5 (a) How do you manage reward systems for special group employees?
(b) Discuss the process of fixing reward 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 reward systems 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 the working of team based compensation in MNCs.
(c) Explain pay practices in TCS.
