

Code: 9E00307c

MBA III Semester Regular & Supplementary Examinations January 2015

REWARD MANAGEMENT

(For students admitted in 2011, 2012 & 2013 only)

Time: 3 hours

Max. Marks: 60

Answer any FIVE questions
All questions carry equal marks

- 1 (a) Distinguish between wage and salary.
(b) Explain the significance of reward management in organizations.
- 2 (a) What is job evaluation?
(b) Discuss in detail the *Modus Operandi* of competency analysis.
- 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) How do you plan to arrive at skill based pay?
(c) List out Non-financial rewards in Indian organizations.
- 5 (a) Distinguish between an allowance and pension.
(b) Explain various allowances and pension schemes.
- 6 (a) What are the technical problems in managing computer based rewards?
(b) What precautions do you suggest in managing reward systems in MNCs?
- 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 are the dilemmas generally faced by HR managers in fixing compensation?
(b) What are the fundamental principles of governing performance based compensation?
(c) Explain the practice of performance management system at Bharti Telecom.
