

**2023**

***Time - 3 hours***

***Full Marks - 80***

*Answer ALL questions.*

*Figures in the right hand margin indicate marks.*

1. Define compensation. Write down the objectives of compensation management. State the determinants of compensation. [16

OR

Explain in brief about the process of job evaluation.

2. How to design a suitable compensation system for a company. [16

OR

(a) Differentiate internal and external equity. How internal equity affects employees. [8

(b) Explain in brief about retention strategy. [8

3. What do you mean by wages ? Write in brief about wage determination process. Discuss the types of wages. [16

OR

Explain in details about executive compensation system in India.

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4. What is incentive ? Explain the various time based individual incentive plans [16]

OR

Describe the objectives of fringe benefits. State the types of fringe benefits.

5. Discuss in brief about the recent trends of compensation package. [16]

OR

Write notes on :

- (a) Cost to the company [8]  
(b) Group incentive plan [8]