



1. "Compensation referred to a wide range of financial and non-financial rewards to employees for the services rendered to the organisation". Elucidate the statement.
2. Difference between
Wages versus salary
Base compensation vs. supplementary Compensation
3. "Strategic compensation is determined and providing the compensation packages to the employees that are aligned with the business goals and objectives". Explain this statement.
4. Write a detailed note on compensation structure.
5. Explain any two:
Subsistence Theory
Wages Funds Theory
Marginal Productivity Theory
6. Explain the concept of compensation management needs and importance.
7. Write note on :
Wage concept-minimum, living and fair
Wage differential.
8. How executive compensation is determined?
9. What are the different factors that influence wage /salary administration in an organisation?
10. Explain different theories of compensation in detail.
11. Difference between Direct & In-Direct compensation?
12. Factors affecting various compensation philosophies?
13. Various Internal & External Factors affecting compensation?
14. Define components of compensation?
15. Compensation surveys must for designing a compensation system. comment
16. What is performance measurement? Discuss its techniques.
17. What are the various machineries & boards related to reward system? Explain pay commission in detail.

18. What do you understand by the term productivity? How will you link pay with performance.
19. Explain Performance Management Process in detail. What are the factors effecting performance management in an organization?
20. Performance management can be defined as a strategic and integrated approach of delivering sustained success to organisation by improving the performance of the people who work in them and by developing the capabilities of teams and individual contribution comment.
21. Wage policy is considered as one of the strategic policies in realm of industrial relation'. Comment. Also explain its objective.
22. Write note:
 - Workmen Compensation Act
 - Minimum Wages Act
 - Equal Remuneration Act
 - Factories Act
 - Payment of Bonus Act
 - Payment of wages act
 - Provident Fund
23. "Performance" and "Wages"- How can the two be linked? Give an example.
24. What is Pay commission? Explain its different roles.
25. What is Wage Equity? What are the consequences of inequity?
26. What do you understand by productivity? How will you link pay with performance.
27. What are the Factors considered by Wage Board?



Assignment – Set A

Note: Attempt all the questions.

1. Difference between Direct & In-Direct compensation?
2. Factors affecting various compensation philosophies?
3. Various Internal & External Factors affecting compensation?
4. Importance of compensation management.
5. Explain modern compensation system under Strategic compensation planning?
6. What do you understand by term Compensation? How important is compensation management for organization?



Assignment – Set B

Note: Attempt all the questions.

1. Explain different theories of compensation in detail.
2. Write a detailed note on compensation structure.
3. What are the motivational issues faced in compensation?
4. What are the features of Executive Compensation?
5. What are the Components of Executive Compensation?
6. What are the types of Wage Differentials?
7. What is Wage Equity? What are the consequences of inequity?



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Assignment – Set C

Note: Attempt all the questions.

1. Explain Performance Management Process in detail. What are the factors affecting performance management in an organization?
2. Explain the process of Performance Management with the help of suitable example.
3. Explain Performance Management Process in detail. What are the factors effecting performance management in an organization?
4. “Performance” and “Wages”- How can the two be linked? Give an example.
5. How competency based performance management can be developed? Discuss salient features of nurturing competency in organization.
6. Explain:
 - Fringe benefits
 - Perks
 - Incentives
 - Retirement Plans.



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Assignment – Set D

Note: Attempt all the questions.

1. Differentiate between:

Wages VS salary

Base compensation vs Supplementary compensation

2. Explain in detail the wage concept- Minimum wage, Living wage, Fair wage.

3. What are the different factors that influence wage/ salary administration in an organization?

4. What is the procedure the employee has to follow for making a claim under the minimum wages Act?

5. What is the obligation of the employer in respect of payment of wages under the Minimum Wages Act, 1948?

6. Explain (any 1)

Payment of Wages Act

Equal Remuneration Act

Explain the following (any 1)

Workmen Compensation Act

Minimum Wages Act.



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Assignment – Set E

Note: Attempt all the questions.

1. Explain various machineries and boards related to reward system. What is statutory system of wages?
2. Can compensation really be a source of competitive advantage? Comment
3. What do you understand by productivity? How will you link pay with performance?
4. What are wage boards? Factors considered by wage board.
5. What do you mean by pay commission? Explain Five year plans.
6. Who are the Regulatory bodies for compensation management?
7. What are the Various Machineries/ Institutions for wage fixation?
8. What do you mean by Collective Bargaining?
9. What are the Factors considered by Wage Board?