

Total No. of Pages : 2

Register Number :

**7044**

Name of the Candidate :

**M.B.A. DEGREE EXAMINATION DECEMBER 2013.**

**(GLOBAL)**

**(SECOND YEAR)**

**GROUP – E**

**(HUMAN RESOURCE – II)**

**254 — DEVELOPMENT AND COMPENSATION MANAGEMENT**

Time : Three hours

Maximum : 75 marks

**SECTION A**

**Answer any FIVE questions.**

**(5 × 3 = 15)**

1. Define Leadership.
2. What do you meant by techno-structural intervention?
3. Define the term compensation.
4. What is called voluntary benefits?
5. Define FMLA.
6. What do you mean by employee handbook?
7. What is OSHA?
8. How do you evaluate the risk assessment?

**SECTION B**

**Answer any THREE questions.**

**(3 × 10 = 30)**

9. Explain the functions of human resource development (HRD).
10. What are the benefits of implementing fair and practical compensation system?
11. Examine the issues that are affected an employee eligibility to receive COBRA benefits.
12. Suggest the suitable prevention programs against harassment.
13. What are the points to be highlighted in safety training program?

**SECTION C****Answer any ONE question.****(1 × 15 = 15)**

14. What are the strategies are adopted for developing the direct compensation system?
15. Explain the process and issues involved in union elections and voting protocols.
16. What are the unfair labour practices done by unions and employers?

**SECTION D****Compulsory question.****(1 × 15 = 15)**

17. Explain the need and importance of occupational safety and health administration in workplace.
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