

UNIVERSITY OF COLOMBO, SRI LANKA

FACULTY OF MANAGEMENT AND FINANCE

Bachelor of Business Administration (Level II – Semester VII) Examination - 2018

HRM 2204 – Compensation Management

Two (02) Hours

Answer All Questions

1. i. What factors may account for the wide differences among salaries for different occupations? Explain with suitable examples.
(10 Marks)
- ii. Briefly explain reasons for the differences among salaries for the identical occupation in the same organization?
(10 Marks)
- iii. What factors may account for the differences among salaries for the identical occupation in different organization? Briefly explain.
(10 Marks)
(Total 30 marks)
2. i. Why is the 'context' an important concept in a strategic perspective of compensation? Explain with examples given in the guest lecture.
(10 Marks)
- ii. Discuss the factors that influence internal pay structures. Your answer should be based on class discussions and recognize the most important factors from them.
(15 Marks)
(Total 25 marks)
3. Why external competitiveness and internal alignment are important for designing pay structures of an organization. Explain with suitable examples.
(20 Marks)
4. i. Briefly explain different forms of payments in an organization.
(10 Marks)
- ii. Explain the steps of compensation strategy.
(15 Marks)
(Total 25 marks)
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