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Code No. 9069

**FACULTY OF MANAGEMENT**

**MBA III – Semester Examination, December 2016 / January 2017**

**Subject: Compensation Management**

**Elective – I – HRM)**

**Course No. 3.5.1 (HRM)**

**Time: 3 Hours**

**Max. Marks: 80**

**Note: Answer all the questions.**

**PART -- A (10x2 = 20 Marks)  
[Short Answer Type]**

**1. Write short notes on the following:**

- a) Compensation management
- b) Rewards
- c) Merit pay
- d) Business strategy
- e) External market
- f) Job analysis
- g) Flexible work schedule
- h) Knowledge programme
- i) Strategic choice
- j) Unskilled employees

**PART – B (5x12 = 60 Marks)  
[Essay Answer Type]**

- 2 a) Explain about total reward system and its objectives.  
OR  
b) Define compensation. Write about strategic compensation management.
- 3 a) What are the various types of incentive pays given to employee?  
OR  
b) Discuss about relation between HR strategy and compensation strategy.
- 4 a) What are the preconditions for building pay structures?  
OR  
b) Give an overview of compensation surveys.
- 5 a) Write a note on Employee Benefits Management.  
OR  
b) Explain the features of totally integrated employee benefit program.
- 6 a) Discuss about strategic issues regarding contingent and flexible workers.  
OR  
b) Enumerate the International Compensation strategies.

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Code No. 9074

**FACULTY OF MANAGEMENT**

**MBA III – Semester Examination, December 2016 / January 2017**

**Subject: International Finance**

**Elective – II – Finance**

**Course No. 3.4.3 (Finance)**

**Time: 3 Hours**

**Max. Marks: 80**

**Note: Answer all the questions.**

**PART – A (10x2 = 20 Marks)**

**[Short Answer Type]**

**1 Write short notes on the following:**

- a) Breton woods standard
- b) Bank for International Settlements
- c) Forward Market
- d) Greenfield Investment
- e) Swaps
- f) Interest rate Risk
- g) Project financing
- h) Double Taxation
- i) With holding Tax
- j) Tax havens

**PART – B (5x12 = 60 Marks)**

**[Essay Answer Type]**

- 2 (a) Discuss about various International Financial Instruments.  
**OR**  
b) Discuss the nature, scope and significance of International Financial System.
- 3 a) What is Foreign Exchange Market? Explain the distinctive features Foreign Exchange Market.  
**OR**  
b) Explain the Purchasing Power Parity (PPP) theory. Is it applicable to both short term and long term?
- 4 a) Explain the benefits from F.D.I. to the host and the home countries.  
**OR**  
b) What are the financial goals of MNCs? Explain the steps in management of cash.
- 5 a) Discuss the nature and management of exchange risk.  
**OR**  
b) Explain the accounting procedure for treating various transaction exposures.
- 6 a) Explain the modes of double taxation relief.  
**OR**  
b) Explain the methods of transfer pricing.

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- 5 a) Discuss the assumptions, strengths and weaknesses of Markowitz approach to portfolio management.

OR

- b) Two securities have the following risk and return characteristics  
Return from X = 22%  
Return from Y = -20%  
Standard deviation of X = 15%  
Standard deviation of Y = 18%  
Correlation coefficient between X and Y = -1 (Negative one)  
Determine the minimum risk portfolio and find the return and risk of that portfolio.
- 6 a) Distinguish between Treynor and Sharpe indices of portfolio performance. Which one do you recommend and why?

OR

- b) The following three portfolios provide the following particulars:

| Portfolio | Average Annual Return | Standard deviation | Beta Coefficient |
|-----------|-----------------------|--------------------|------------------|
| A         | 18                    | 27                 | 0.8              |
| B         | 14                    | 18                 | 0.6              |
| C         | 15                    | 8                  | 0.9              |
| Market    | 13                    | 12                 | --               |

The risk free rate is 9%. Rank the portfolios by using Sharpe's, Treynor's and Jensen's performance measures.

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Code No. 9066

**FACULTY OF MANAGEMENT**

**MBA III – Semester Examination, December 2016 / January 2017**

**Subject: International Business**

**Course No. 3.2**

**Time: 3 Hours**

**Max. Marks: 80**

**Note: Answer all the questions.**

**PART – A (10x2 = 20 Marks)  
[Short Answer Type]**

**1. Write short notes on the following:**

- a) Internationalization process
- b) Cultural environment
- c) Levels of economic integration
- d) EU
- e) GATT
- f) TRIPS
- g) Franchising
- h) Strategic alliance
- i) E-Business applications
- j) Intercultural communications.

**PART – B (5x12 = 60 Marks)  
[Essay Answer Type]**

- 2 a) Discuss the emergence and drivers of globalization.  
**OR**  
b) Discuss any two International Trade Theories.
- 3 a) Explain the forms of trade regulations at National level.  
**OR**  
b) Discuss any two major trading blocks.
- 4 a) Discuss cost and benefit analysis of global market entry strategies.  
**OR**  
b) Explain the process of selection of strategic alliance partner.
- 5 a) Discuss the challenges of E-enabled business process transformation.  
**OR**  
b) Explain the electronic processing of International trade documents.
- 6 a) What are the benefits and problems of going global and implementing strategies?  
**OR**  
b) Explain the need and importance of intercultural communications in global business.

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