

MBA
SEMESTER: III
CP 301: ENTREPRENEURSHIP

QUESTION BANK

(SHORT QUESTIONS)

1. Define Entrepreneur.
2. Role of Entrepreneurship.
3. Commercial Banks.
4. Role of DIC
5. Designing
6. Feedback
7. Problems of Women Entrepreneurs
8. E-Business
9. Enterprise
10. Barriers of Entrepreneurship
11. Entrepreneurial Skills
12. SBI

13. Bank of Baroda
14. Training
15. Plant Visit
16. Profile of Women Entrepreneurs

(ES SAY QUESTIONS)

UNIT-1

1. State the Characteristics of Entrepreneurship. Explain the Qualities of Good Entrepreneur.
2. Ethics and Social Responsibility in Present Scenario-Comment.
3. Role of Entrepreneurship in Economic Development.

UNIT-2

4. Explain the Role of Functions IDBI and NIESBUD.
5. Discuss the Role of Commercial Banks in Developing Entrepreneur.
6. Brief explain the DIC and SIDBI.

UNIT-3

7. Explain the Importance of Training Inculcating Entrepreneurial Spirit.
8. Write about the Training for New and Existing Entrepreneurs.
9. Explain the Development of the Practice oriented training Programme.

UNIT-4

10. Explain the Role & Importance of Women Entrepreneurs.
11. Discuss the Women Entrepreneurship Development in India.

12. Explain the Problems and Prospects of Women Entrepreneurs.

UNIT-5

13. Explain Various Sources of Finance to start a new business.

14. Write brief note on Venture Capital and New Venture Management.

Case study (Compulsory)

Adani Group was founded by Gautam Adani. He was born in 1962 in Ahmadabad, Gujarat in a Jain family. Gautam Adani moved to Mumbai, Maharashtra at a young age of 18. In the beginning of his career, he worked at Mahindra Brothers as a diamond sorter. After spending two years working as a diamond sorter he set up his own diamond brokerage business based in Mumbai.

In his first year of business at a diamond brokerage, he had scored a profit of 10,00,000 lakh rupees which was a big amount in the 80's. Later, he started commodities trading and began to purchase PVC for his elder brother's plastic factory.

In 1988, he established **Adani Enterprises**. It traded in power and agriculture commodities. In 1990, Adani Group partnered with American multinational, Cargill, to export salt from Gujarat. After a while, the company exited and the partnership broke which left 5,000 acres of land for Adani group, which is now the largest multiproduct special economic zone of India. In 1991, government policies changed which encouraged business, that led to a boom in Adani group and huge profits were made.

The government of Gujarat in 1993 decided to lend **Mundra Port** (a sea port located in Gujarat) to private companies. In 1995, this contract was given to Adani group. The port has grown substantially from 1995 and now it can handle nearly 8 crore tons of cargo per year and that makes it the largest private sector port in India. After the port became active, Adani expected that there would be a need of power in future. Assuming the need, it started importing coal. This was the initiation to enter into the power and energy sector.

Gautam Adani then founded **Adani Power Ltd.**, which is now India's largest private thermal power company with a capacity of 4620 MW. Adani group is now estimated to have 40 billion USD as total assets with 60,500 employees, and according to Forbes 2014, Gautam Adani is 11th richest person in India.

1. What is his need of Government Policy towards Small scale industries?

2. What is the role assigned to small scale industries? Describe the problem faced by small scale industries.
3. What is trail production?

CP 302 VUCA MANAGEMENT

IMPORTANT QUESTIONS

SHORT QUESTIONS

1. Digitalization
2. Financial Derivatives
3. Social Inclusion
4. Triple Bottom line
5. Concept of Volatility
6. Talent Retention
7. Derivative Market
8. Core Competencies
9. Uncertainty
10. Ambiguity
11. Take over
12. Social Bottom Line

ESSAY QUESTIONS

1. What is VUCA? Explain its significance during Covid pandemic.
2. What is Social Inclusion? What are the determinants of Social Inclusion? Explain Govt's policy of Social Inclusion.
3. What is Uncertainty? How do you appraise the projects under Uncertainty?
4. Explain the Crisis Management Strategies with examples.
5. What is Talent Management? Discuss the steps in Talent Retention.
6. What is Turn around? Discuss various Turn around Strategies.
7. Define Financial Derivatives. What are the types of Derivatives?
8. Define Joint Ventures. What are the features of Joint Ventures?
9. Discuss about 'Profit-Economic Bottom Line' in detail.
10. What are the key challenges of Business Sustainability in the Globalized Economy?
11. What are the principles of Strategic Leadership? Also explain its objectives.
12. Enumerate the impact of Digitalization on Business.
13. What is meant by Merger? Explain about Merger Strategies.
14. Write in detail about reasons for and benefits with Restructuring.
15. Discuss in detail the nature and objectives of Talent Management.
16. What are the challenges before the Business now-a-days? Explain .
17. Bring out the nature and objectives of VUCA Management.
18. Write in detail about the need for Turn around Strategies.
19. Enumerate the benefits & limitations of Joint Ventures.
20. Write a note on Ecological Bottom Line & Economic Bottom Line.
21. Describe how to develop core- competencies.

CP 303 : OPERATIONS RESEARCH

SHORT QUESTIONS:

Unit 1:

1. Definition of OR
2. Characteristics of OR
3. Linear Programming problem

Unit 2:

1. Transportation Problem
2. Travelling Salesman Problem
3. Assignment Problem

Unit 3:

1. Definition of Game Theory and its assumptions
2. Strategy and its types
3. Simulation

Unit 4:

1. Goal Programming
2. Queuing Theory

Unit 5:

1. Dynamic Programming Problem
2. Project Management
3. CPM and PERT
4. Crashing

ESSAY QUESTIONS:

Unit 1:

1. Explain the Models of OR
2. Explain the methodology of OR

3. Solve the following LPP.

$$\text{Maximize } Z = 3X_1 + 2X_2$$

Subject to Constraints

$$X_1 + X_2 \leq 4$$

$$X_1 - X_2 \leq 2$$

$$X_1, X_2 \geq 0$$

Unit 2:

1. What is Transportation Problem. Explain how does it different from a Assignment problem.
2. Solve the following Transportation Problem

12	13	14
16	17	15
10	9	12
11	12	10

Rows names are Source ie., S1,S2,S3,S4 with Supply 10,11,10,9 and
Column names are Destination ie., D1,D2,D3 with Demand 10,19,11

3. A project work Consists of major four jobs for which four persons have submitted tenders. The tender amounts quoted in lakhs of rupees are given below:

Persons/ Jobs	P	Q	R	S
A	41	72	39	52
B	22	29	49	65

C	27	39	60	51
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Find the allocation of Jobs to persons so that tender amount is minimized.

Unit 3:

1. Define Simulation. Discuss the advantages and disadvantages of Simulation.
2. Solve the following game theory problem by using dominance and Linear Programming

Player A/ Player B	B1	B2	B3
A1	9.5	12.0	7.0
A2	7.0	8.5	6.5
A3	6.0	9.0	10.0

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Unit 4:

1. Define Goal Programming . How to Apply Goal Programming in the Present Scenario of Business Situations.

2. A telephone booth, arrivals of customers follow the Poisson process with an average inter-arrival time of 10 minutes. The length of a phone call is exponential distribution with mean 3 minutes. Find (i) average number of customers in the system and queue (ii) expected waiting time of the customer in the system (iii) Probability than an arriving customer at the booth has to wait.

Unit 5:

1. The following table gives the estimated expected profit at each store when it is allocated various numbers of crates:

	Stores		
Crates	1	2	3
0	0	0	0
1	5	6	4

c e s s o r									
T i m e (D a y s)									

2. Solve the following Transportation Problem by using UV method

10	5	6
7	8	2
9	9	12
11	12	10

Rows names are Source ie., S1,S2,S3,S4 with Supply 10,11,10,9 and
Column names are Destination ie., D1,D2,D3 with Demand 10,19,11

MM 304: CONSUMER BEHAVIOUR AND CUSTOMER RELATIONSHIP MANAGEMENT

QUESTION BANK

SHORT QUESTIONS:

1. Consumer and Marketing Strategy.
2. Profile of Indian consumer.
3. Trends in consumer Behaviour.
4. Perception process.
5. Buying Motives.
6. Sigmund Freud theory of personality.
7. Self concept.
8. Life style marketing.
9. Reference groups.
10. Post purchase behaviour
11. Diffusion of Innovation.

12. Opinion leadership.

13. CRM Process.

14. Customer loyalty.

15. CRM in services.

ESSAY QUESTIONS:

Unit: 1

1. Discuss the importance of consumer Behaviour related to marketing context.

2. Explain the Determinants of consumer Behaviour.

UNIT 2:

3. What is perception and explain the factors influencing perception.

4. Discuss the motivation theories and marketing strategy.

UNIT 3:

5. Briefly Explain Attitude Measurement scales.

6. Discuss the influence of social and cultural factors on consumer behaviour.

UNIT4:

7. Explain Consumer Decision making process in detailed.

8. Discuss the Organizational buyer Behaviour stages.

UNIT 5:

9. Explain Planning and Managing CRM Programme.

10. Describe Customer Retention Strategies.

Case study (Compulsory) :

The marketer has to learn about the needs and changing of the consumer behaviour and practice the Marketing Concept. Levi Strauss & Co. were selling jeans to mass market and did not bother about segmenting the market till their sales went down. The study into consumer behaviour showed their greatest market of the baby boomers had outgrown and their needs had changed. They therefore came out with Khaki or Dockers to different segments and comfortable action stocks for the consumers in the 50 age group. Thus, by separating the market and targeting various groups and fulfilling their needs, they not only made up for the lost sales but far exceeded the previous sales. They also targeted the women consumers for jeans and both men and women started wearing jeans in greater numbers. The offering given by the company must be enlarged to suit various segments.

- a) Find consumer needs of various segments.
- b) Position products (new and existing) to these segments.
- c) Develop strategies for these segments.

MM305 SERVICES MARKETING

QUESTIONS BANK

Short Questions

1. Service Marketing
2. Services Positioning
3. Service Excellence
4. Need for Managing Physical Evidence
5. Interactive Marketing
6. Service Deficiencies
7. Service Demand Management
8. Services Strategy
9. How are services marketed?
10. Services Positioning.
11. Toots of Quality.
12. Service Excellence.
13. Internal Marketing.
14. Tele-Marketing.
15. Oral Communication.
16. Marketing Mix.
17. Principles of Services Marketing.

18. State of Services in Indian economy.
19. Positioning of services
20. Methods of market segmentation
21. Nature of Internal Marketing.
22. What is moments of truth?
23. What is service Excellence?
24. What is grievance?
25. Define and Classify Services.
26. Services Blueprinting.
27. Product based quality.
28. Service Quality Audit.
29. TQM
30. E-Marketing.
31. Service Deficiencies.
32. Reasons for growth of the Service Economy.
33. Interactive Marketing.
34. Service Excellence
35. Event Marketing
36. Service Strategy
37. Branding of Services
38. Elements of Service marketing
39. Determinants of Service quality
40. Methods of listening to customers.
41. Define service economy.

42. What are the characteristics of services?
43. Comment on pricing services.
44. How services segmentation is differed from goods marketing segmentation?
45. Define interactive marketing
46. What is meant by a service recovery in services marketing?
47. What is internal marketing?

Essay Questions

1. Discuss the importance and characteristics of Services.
2. Explain the role and significance of services in the Indian Economy.
3. Discuss the behavior of a consumer in services.
4. Describe the concept of Designing and Managing a Service Product.
5. Explain briefly GAP Model of Service quality.
6. Discuss the pricing strategies linked to Value perceptions.
7. Discuss briefly the concept of service distribution.
8. Explain the concept of Internal Marketing in detail.
9. Discuss briefly Consumer Grievance Recovery Strategies.
10. Explain External Marketing in detail.
11. Discuss the reasons for growth of service sector in India. Also state its challenges.

12. Write about various ways in which services can be classified.
13. Discuss various factors influencing consumer behavior in services marketing.
14. What are the criteria for effective segmentation of services markets?
15. Enumerate the GAP model of service quality.
16. How do companies set prices initially for services to enter into market? Explain.
17. Suggest measures for the efficient functioning of a service distribution system.
18. Briefly discuss the need and importance of internal marketing.
19. Explain the impact of word – of – mouth communication in external marketing.
20. Define customer interaction. What is the key element in customer interaction?
21. Discuss the growth of service sector in India?
22. What are various basic features of services?
23. Discuss about the market segmentation in services marketing.
24. How you will design the service product
25. Explain how you link the pricing strategies to value perception of services?
26. Discuss how to create service excellence?
27. What are various methods in services distributions?
28. Discuss the steps involved in managing the physical evidence of a service?

29. What is the importance of interactive marketing?
30. Discuss the various consumer grievance recovery strategies.
31. Define Services Marketing. Explain the importance of Services marketing in India.
32. Differentiate between Services and Goods.
33. Discuss the need and importance of Consumer behavior in service Markets.
34. What are the bases for segmenting consumer markets in Services marketing>
35. Define Service Quality. Examine its Significance in the present Scenario.
36. What are the steps involved in setting the prices to services?
37. Evaluate the Suitability of different types of intermediaries for service distribution.
38. What is the importance of physical evidence?
39. What are the theme of external marketing Campaigns?
40. Define the concept of “Moments of Truth”. Explain the process of implementing the concept of “Moments of Truth” in a service based company.
41. How is marketing of services different from marketing of goods?
42. Review the growth of service sector in India.
43. How does a government regulation affect pricing of a service?
44. Examine the GAP model of service quality
45. Elucidate the relevance of internal marketing in the marketing of services.

46. Discuss the ways of improving marketing through the use of physical evidence management.
47. Explain the role of consumer behavior in the marketing of services.
48. Describe the process of delivery of services.
49. Explain the process of integrations of communication mix in the promotional programme of services marketing.
50. Bring out the customer participation strategies adopted in the marketing of services.
51. Discuss the growth and evolution of service sector.
52. How will you formulate service marketing strategy for hospitality industry? Discuss.
53. How will you segment service markets? Describe in detail.
54. What are customer expectations and perceptions of services? Discuss.
55. What is GAPS model? Discuss the model perspectives of service marketing in detail.
56. Discuss in detail the challenges and factors involved in pricing of services.
57. What is service process? What is the role of process management in service marketing?
58. Explain the role played by physical evidence in a service firm.
59. Explain the guidelines for managing service communication.
60. Explain the consumer recovery grievance strategies.

FM 304
FINANCIAL MARKETS AND SERVICES

Short
Questions 3
Marks

1. Money Market
2. Capital Market
3. Under Writing
4. SEBI
5. Primary Market Operation
6. Secondary Market Operation
7. Listing
8. Types of Financial Services
9. Categories of Merchant Bankers
10. Advantages of Leasing
11. Types of Leases
12. Issue Management
13. Venture Capital
14. Bill Discounting
15. Factoring
16. Forfaiting
17. Credit Rating
18. CRISIL
19. De - Mat Services
20. Debt Securitization
21. Micro Finance
22. Financial Inclusion
23. Self Help Groups
24. Gender Issues in Micro Finance.

EssayQue stion 7 Marks

1. Define Financial System and Examine the Structure of Financial System in India.
2. Discuss the Role of Financial System in Economic Development.
3. What do you understand by Capital Market? Distinguish it with Money Market?
4. Explain the Role of SEBI in Secondary Market Operations.
5. Discuss the Nature and Scope of Financial Services.
6. Discuss the Challenges Faced by the Financial Service Sector in India.
7. What are Different Types of Merchant Bankers? Discuss the Role of Merchant Bankers in Issue Management.
8. Discuss the Regulatory Framework of Financial Services in India.
9. What is leasing? Explain Different Types of Leases.
10. Explain the Steps and Procedure Involved in the Financial Evaluation of Leasing.

11. Explain the advantages and Limitations of Leasing.

12. Explain the Types of Factoring Services Available in India.

13. What is Venture Capital? Explain the Stages in Venture Capital Financing. 14. Explain the Need for Credit Rating by Agencies.

15. Critically Evaluate the Performance of Various Credit Rating Agencies in India.

16. Discuss the Role of NSDL in De - Mat Services. 17. Explain the Need of De - Mat Services in India.

18. What is Debt Securitization? Illustrate the Process of Deferent Securitization.

19. Critically Evaluate the Role of Micro Finance in Poverty Eradication in India.

20. What is Micro Finance? Explain Different Types of Products & Services Offered by MFI in India.

21. Explain the Need and Objectives of Financial Inclusion.

FM305 SECURITY ANALYSIS AND INVESTMENT MANAGEMENT

S.NO MULTIPLE QUESTION

- 1 Quantity of risk in Investment
- 2 High quality bonds changes in interest rates, commonly referred to as
- 3 The risk which can be minimised or avoided through the process of diversification is
- 4 A jobber is one who
- 5 Treasury bills are issued with the following maturity periods
- 6 Rights issue attracts
- 7 Identify the uncontrollable risk of a company
- 8 The statistical tool used to measure a company's risk is
- 9 The financial risk considers the difference between the
- 10 Periodic cash flow (income), such as dividend or interest, generated by the investment is called
- 11 In the strong form of efficient market
- 12 A run in the stock price is
- 13 The National Stock Exchange has carried out serial correlation tests on
- 14 The stock above the security line is
- 15 Market imperfections may lead to
- 16 The buying and selling activities of the arbitrageur
- 17 Risk averse behaviour implies that
- 18 Constant growth model is also known as
- 19 The price earnings ratio given
- 20 The main objective of stock exchange is
- 21 Convertible bond is
- 22 The principal value of bond is called
- 23 Interest is paid on a deep discount bond
- 24 The P/E ratio approach to stock valuation is also known as
- 25 Gambling consisting of

26 Charting technique is a component in

27 A logical and systematic approach to estimating the future dividends and share price 28 The focus of technical analysis is mainly on

29 The advance-decline line is also referred to as the

30 Price of a share to fall below a certain level called the

SECTION - B

Short answer type question

1 What are the sources of investment information?

2 Differentiate between Investment and Speculation? 3 Systematic risk

4 Risk
return
trade off

5 Bond
duration

6 State and illustrate the formula to find the approximate YTM on a bond. 7 Fundamental Analysis Vs Technical Analysis

8 Elliot Wave theory

9 What are advantages of APT over CAPM 10 Explain the filter rule.

SECTION - C

Long answer type question

1 Define Investment? What are characteristics of Investment?

2 What is the meaning of Risk? Highlight different sources of risks.

3 The market price of Rs.1000 par value bond carrying coupon rate of 14 per cent and maturing after five years is Rs.1,050. What is the Yield-to-Maturity on this bond?

4 What are the basic premises of technical analysis?

The returns on the equity stock of Sravya Limited and the market portfolio over an 11 year period are given below:

P e r i o d	Return on Sravya Limited(%)	Return on market portfolio(%)
1	15	1 2
2	-6	1
3	18	14
4	30	24
5	12	16
6	25	30
7	2	-3
8	20	24
9	18	15

1	24	22
0		
1	8	12
1		

Calculate the beta for the stock of Sravya Limited.

HRM 304 INDUSTRIAL RELATIONS

IMPORTANT QUESTIONS

UNIT-1

SHORT QUESTIONS

13. Scope of Industrial Relations
14. Disputes
15. Significance of I R
16. Conflict

ESSAY QUESTIONS

22. Define Industrial Relations and it's Importance.
23. Describe Industrial Disputes and What are the reasons for Disputes in Organisation?
24. Explain various Causes and Consequences of Industrial Disputes.
25. Discuss about the recent trends in Industrial Relations.

UNIT-2

SHORT QUESTIONS

1. Trade Unions
2. Inter union rivalry
3. Employee Unions
4. Employer Associations

ESSAY QUESTIONS

1. Define Trade Unions and explain the structure of Trade Union.
2. Explain about Trade Union movement in India.
3. Describe the changing role of Trade Unions in the context of Globalization.

UNIT-3

SHORT QUESTIONS

1. Conciliation
2. Arbitration
3. Adjudication
4. Mediation

ESSAY QUESTIONS

1. How to promote harmonious relations in an organization? Explain
2. Discuss about the Machinery for prevention of Industrial Disputes.
3. Explain the process of Conciliation and Adjudication.
4. How can we settle Industrial Disputes? Explain the process.

UNIT-4

SHORT QUESTIONS

1. Types of Grievances
2. Discipline
3. Indiscipline
4. Grievance

ESSAY QUESTIONS

1. Define Grievance. What are the types of Grievances occur in an Organisation?
2. Discuss about Grievance Redressal Machinery.
3. Explain the process of Grievance Redressal.
4. How to develop Discipline in Industry?
5. Describe various measures for dealing with Indiscipline in the Industry.

UNIT-5

SHORT QUESTIONS

1. Collective Bargaining.
2. Need of Collective Bargaining.
3. Participative Management.
4. Workers Participation in Management.

ESSAY QUESTIONS

1. Define Collective Bargaining. Explain the significance and need of C.B.
2. What is meant by Participative Management?
3. Discuss about various Forms and Levels of Participative Management.
4. Describe various Schemes of Workers Participation in Management in India.

CASE STUDY

Mr. Sharma joined the India Institute of Technology in 2000- a premier educational institution in the country. His job demands higher level and latest knowledge, higher level teaching skills and other skills. The institute implemented the pay scales in 1996, recommended by the UGC which was at par with the pay scale of teachers in Universities and colleges. The demands of the jobs in Universities and colleges are quite low compared to those of the institute.

The pay of Mr. Sharma has been fixed at the level of Mr. Singh, who joined the institute in 2004 as the UGC, did not recommend any weightage for the teachers who put up less than 5 years experience. Mr. Sharma was quite unhappy over the parity of salary of the teachers of the institute with those of University and college teachers on the other hand and equalizing his pay with his junior Mr. Singh on the other hand.

The institute again revised the pay scales of the teachers in 2006, based on the pay scales recommended by the UGC in 2006, in which parity in pay scales of University teachers and college teachers. The pay scale of Mr. Sharma was revised and it was fixed at Rs. 29,400 which was equal to the pay of Mr. Singh, Mr. Kulkarni who joined the institute in 2006 and Mr. Prasad who joined the institute in 2007.

Mr. Sharma rushed to the chambers of the Director of the institute and told him he was quitting the job and going to join degree college at Rajahmundry. He further said that he was going the same salary in a small town. The Director was shocked after listening to Mr. Sharma.

Questions

1. Do you justify the decision made by Mr. Sharma?
2. Do you suggest any measures to stop Mr. Sharma from quitting the job?
3. Do you think that there is something wrong with the institute pay practices and the UGC's recommendations? If yes, what are they? How do you rectify them.

HRM 305: COMPENSATION AND WELFARE MANAGEMENT

QUESTION BANK

(SHORT QUESTIONS)

1. Compensation Plan.
2. Wage Fixation.
3. Job Evaluation.
4. Reward System.
5. Welfare Policy.
6. Trade union.
7. Social Security
8. Labour Welfare
10. Fair Wage
11. Real Wage
12. Living Wage
13. Incentives Plan
14. Wage Differentials

- 15. Intra Model
- 16. Plant Levels

(ES SAY QUESTIONS)

UNIT-1

- 1. Explain the principles of wage and salary administration
- 2. Discuss the Current Trends on Compensation with Reference to MNC'S.
- 3. Factors Influencing Wage and Salary Administration.

UNIT-2

- 4. Narrative the pros and cons of incentive plans.
- 5. Bring out the significance of minimum wages act, 1948.
- 6. Explain the Performance and Reward Systems

UNIT-3

- 7. Define the Concept and Significance of Employee Welfare.
- 8. Discuss the merits and demerits of five year plans in employee welfare.
- 9. Explain the Central and State Trade Unions and Voluntaries

UNIT-4

- 10. Brief Discuss the Statutory and Non-Statutory Welfare Programmes.
- 11. Explain the objectives of Social Insurance.
- 12. Discuss about the Statutory and Non – Statutory

UNIT-5

- 13. Outline the state level impact of Labour Welfare Administration.
- 14. Elucidate the Functions of Labour Welfare Officer.

Case study (Compulsory)

Most of the private secondary schools in recent years are facing the challenges of high employee turnover due to lack of properly compensation management practices and competitive

compensation packages. That's why this study has been conducted over a period of six months from January to June 2018 on compensation management practices: a case study of selected private secondary school in Phnom Penh, Cambodia. The objectives were to: study the current and desirable states of compensation management practices, determine the challenges compensation management practices, and recommend strategies that can be used to manage compensation for effective practices at the private secondary school. Primary and secondary data were used for the study, which was generated through the use of questionnaires. The study took a sample of 67 respondents from a target of 90 respondents of the six private secondary schools in Phnom Penh used as a case study. The sample random technique was used to select the respondents. Statistical Package for Social Sciences (SPSS) was used to analyze quantitative data into descriptive statistics such as means, standard deviation, frequencies, and percentages. From the results of the study, it can be concluded that there were efficient and effective of compensation management practices, but there were some challenges of compensation management that the schools are facing: Compensation structures, and policies and procedures need to be more strength in order to attract and retain employees. In addition, the study recommended considering to develop compensation management strategies in paying structure, rewarding system and incentive method should be developed for effective implementation to ensure the improvement of performance and competitive advantage, reducing employee turnover that will benefit both parties, employee and employer. Finally, the study also recommended to further comprehensive study, the researchers should investigate the compensation management strategies on improving employee performance.

1. What current and desirable states of compensation management practices at secondary schools?
2. What challenges do compensation management practices at private secondary schools?
3. What are compensation management strategies for effective practices at private secondary schools? Purpose and Significance of the study this study is to investigate compensation management practices in private secondary school.