

Management Programme

ASSIGNMENT
for
July 2022 and January 2023 sessions

MS-27: COMPENSATION and REWARDS MANAGEMENT

*(Last date of submission for July 2022 session is 31st October, 2022 and for
January 2023 session is 30th April, 2023)*



School of Management Studies
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI – 110 068

ASSIGNMENT

Course Code	:	MS – 27
Course Title	:	Compensation and Rewards Management
Assignment Code	:	MS-27/TMA/JULY/2022
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the coordinator of your study centre. **Last date of submission for July 2022 session is 31st October, 2022 and for January 2023 session is 30th April, 2023.**

1. What are the public policy considerations in wage policies? State the practical difficulties, if any, translating the lofty ideals into action.
2. Why is VRS considered a soft option? How does it help overcome the legal hurdles in downsizing employee strength?
3. A. What is the difference between a pay commission and a wage board?
B. Discuss why interest issues cannot be adjudicated, but rights issues can be?
4. What are different methods for conducting wage surveys? Explain any two citing examples.
5. "Suppose your organisation's recently completed compensation survey showed that pay rates of several jobs were either less than what they should be. How do you bring these jobs "into line"?"