

MS - 27

**Management Programme (MP)/ Post Graduate Diploma in Human Resource
Management (PGDHRM)**

**ASSIGNMENT
For
July 2023 and January 2024 Sessions**

MS - 27: Compensation and Rewards Management

**(Last date of submission for July 2023 session is 31st October 2023
and for January 2024 session is 30th April, 2024)**



**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/2023
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 2023 session is 31st October, 2023 and for January 2024 session is 30th April 2024.

1. What are the public policy considerations in wage policies? State the practical difficulties, if any, translating the lofty ideals into action.
2. Discuss the role played by the International Labour Organisation on the following:
 - (i) Wage Fixing Machinery
 - (ii) Protection of Wages
 - (iii) Equal pay for equal work.
3.
 - (i) What do you understand by the concept of wages; explain the concept of basic wage through examples?
 - (ii) Why dearness allowance is an integral part of pay packet, explain how is it administered?
4. "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"?"
5. What are different methods for conducting wage surveys? Explain any two citing examples.