

MMPH – 007

**Master of Business Administration (MBA)/ Master of Business Administration
(Online) MBA(OL) / / Master of Business Administration(Human Resource
Management) (MBAHM)/ Post Graduate Diploma in Human Resource
Management (PGDIHRM)**

ASSIGNMENT

For

July 2024 and January 2025 Sessions

MMPH – 007: Compensation and Rewards Management

**(Last date of submission for July 2024 session is 31st October 2024
and for January 2025 session is 30th April, 2025)**



School of Management Studies

INDIRA GANDHI NATIONAL OPEN UNIVERSITY

MAIDAN GARHI, NEW DELHI – 110 068

ASSIGNMENT

Course Code	:	MMPH – 007
Course Title	:	Compensation and Rewards Management
Assignment Code	:	MMPH – 007/TMA/ JULY/2024
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 2024 session is 31st October, 2024 and for January 2025 session is 30th April 2025.

- Q1. XYZ Pvt. Ltd. is a MNC and dealing in IT operations. You are the HR manager at XYZ Pvt. Ltd. Design a reward system that aligns with diverse employee preferences and motivators?
- Q2. Survey the Automobile Industry and discuss with the help of suitable examples, what role does job market demand and supply play in determining wages for specific roles?
- Q3. What specific actions can be taken to ensure that job evaluation processes and outcomes promote diversity, equity, and inclusion (DEI) goals?
- Q4. Design the pay structure of three different managerial level of any organization and explain the components of pay structure included in it.
- Q5. How can equity-based incentives be structured to align employee interests with the long-term success of the organization?