

Management Programme

ASSIGNMENT FIRST SEMESTER (January to June) 2021

This Assignment is being provided to only those students who are going to complete their maximum duration in the admission cycle January 2021 (TEE June 2021). For all other students the Assignments for this course will be available in July 2021 admission cycle (TEE December 2021) and therefore they should not attempt this Assignment.

MS-27: COMPENSATION AND REWARDS MANAGEMENT



**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/SEM-I/2021
Coverage	:	All Blocks

Note: 1. *This Assignment is being provided to only those students who are going to complete their maximum duration (validity period) in the admission cycle January 2021 (TEE June 2021). For all other students the Assignments for this course will be available in July 2021 admission cycle (TEE December 2021) and therefore they should not attempt this Assignment.*

2. Attempt all the questions and submit this Assignment to the Coordinator of your Study Centre on or before 30th April, 2021.

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1. What do you understand by “Capacity to pay on industry-cum-region basis”? Is the employer bound to pay minimum wage irrespective of its financial capacity to pay?
2. How the provident Fund scheme is administered under the Employees provident Funds and Miscellaneous provisions Act, 1952?
3. What is the difference between a pay Commission and a wage board? Discuss the relative merits and demerits of different methods of wage determination.
4. Explain what is performance linked reward system? List out the various steps involved in designing a performance linked reward system. Give an example.
5. What is the recent trend in awarding additional bonus payments and fringe benefits to various categories of employees?