

**MASTER OF BUSINESS ADMINISTRATION
(MBA)**

Term-End Examination

December, 2022

**MMPH-007 : COMPENSATION AND REWARDS
MANAGEMENT**

Time : 3 hours

Maximum Marks : 100

(Weightage : 70%)

Note : *Attempt any **five** questions. All questions carry 20 marks.*

1. Delineate the major functions of the compensation programme. What is the overall objective of a compensation policy ?
2. Compare and contrast any three wage theories.
3. Explain the economic, sociological, political, psychological and ethical aspects related to wage fixation.
4. Write short notes on any **three** of the following :
 - (a) Time-Span of Discretion Method
 - (b) Decision Band Method
 - (c) Job Assessment
 - (d) Point Rating Method

5. What are the different methods for conducting wage surveys ? Explain any two.
 6. What is the difference between a pay commission and a wage board ? Discuss the relative merits and demerits of different methods of wage determination.
 7. Enlist various types of allowances that are drawn by employees. Cite suitable examples.
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