

# **MMPH-007**

## **MASTER OF BUSINESS ADMINISTRATION (MBAOL)**

### **COMPENSATION AND REWARDS MANAGEMENT**

**Duration: 3 hours      Maximum marks: 100 (Weightage: 70%)**

Section A: Answer any five (05) questions from this section and all questions carry 04 marks each.

1. Distinguish between direct and indirect compensation.
2. Discuss the divergent perspectives of management and labour on matters concerning pay and benefits.
3. Distinguish between internal and external equity.
4. What factors go into the determination of pay in an organisation?
5. Distinguish between need based minimum wages with minimum wages.
6. Discuss the concept of 'fair pay fair work'.
7. Differentiate between pay commission and pay board.

Section B: Answer any five (05) questions from this section and all questions carry 10 marks each.

8. Describe the functions and responsibilities of the compensation programme.
9. What are the salient features of the 7<sup>th</sup> Pay Commission recommendations?
10. Write a comprehensive note on the global trends in compensation and rewards management.
11. Write short notes on:
  - a) Time span of discretion method
  - b) Decision band method.
12. What is pay survey? Discuss its rationality citing examples.
13. Enlist different types of allowances that are drawn by employees. Explain the system of payment of DA.
14. What are the reasons for downsizing? Explain approaches to downsizing with workforce redundancy.

Section C: Answer any two (02) questions from this section and all questions carry 15 marks each.

15. Explain the wage theories and economic issues.
16. Define job evaluation. Explain the methods and systems of job evaluation.
17. Write comprehensive note on 'pay structure' in India. Suggest measures to improve the existing pay structure in India.