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MMPH-007

**MASTER OF BUSINESS
ADMINISTRATION (MBA)**

Term-End Examination

June, 2023

**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. What are the management responsibilities regarding the compensation management programme ? Describe the role of wage supplements in the compensation policy.
2. Describe the global trends in collective bargaining and workers' participation in management.

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3. Write an essay on macro and micro policy frameworks of designing compensation policy in an industry.
4. Define 'wages' under the Wage Code, 2019. Differentiate between the minimum wage, need based minimum wage, statutory minimum wage, fair wage and living wage.
5. What is the difference between a pay commission and a wage board ? Discuss the relative merits and demerits of different methods of wage determination in an industry.
6. Explain the process of pay surveys citing relevant examples and outline a pay survey programme.
7. Explain the concept of basic pay, dearness allowances and fringe benefits. Illustrate.

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