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MMPH-007

**MASTER OF BUSINESS
ADMINISTRATION (MBA)**

Term-End Examination

June, 2024

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

Time : 3 Hours

Maximum Marks : 100

Weightage : 70%

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

1. What are the elements of compensation structure ? Discuss the functions and responsibilities of the compensation programme.

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2. Enlist various wages and behavioural theories. Explain any *two* theories of your choice indicating their merits and demerits.
3. Give a brief overview on the international trends in compensation and rewards management.
4. Differentiate between minimum wages and need based minimum wages. Explain the concept of 'wage' under the Wage Code, 2019.
5. Write short notes on the following :
 - (a) Job assessment
 - (b) Time span of discretion method
6. What is the difference between Pay Commission and Wage Board ? Explain the detail the role and functions of Wage Boards citing relevant examples.

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7. Explain the concept of bonus, profit sharing and stock options. Discuss their advantages and disadvantages.

8. Differentiate between traditional and competency based system. Highlight the appropriateness of competency based compensation and briefly explain total performance based compensation.