

**MMPH-007**

**Master of Business Administration (MBA)/ Master of Business Administration  
(Online) (MBAOL) / Master of Business Administration (Human Resource  
Management) (MBAHM) /Post Graduate Diploma in Human Resource  
Management (PGDIHRM)**

**ASSIGNMENT  
For  
July 2025 and January 2026 Semesters**

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

**(Last date of submission for July 2025 Semester is 31<sup>st</sup> October 2025  
and for January 2026 Semester is 30<sup>th</sup> April, 2026)**



**School of Management Studies  
INDIRA GANDHI NATIONAL OPEN UNIVERSITY  
MAIDAN GARHI, NEW DELHI – 110 068**

## ASSIGNMENT

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<b>Course Code</b>	<b>:</b>	<b>MMPH-007</b>
<b>Course Title</b>	<b>:</b>	<b>Compensation and Rewards Management</b>
<b>Assignment Code</b>	<b>:</b>	<b>MMPH-007/TMA/JULY/2025</b>
<b>Coverage</b>	<b>:</b>	<b>All Blocks</b>

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**Note: Attempt all the questions and submit this assignment to the Coordinator of your study centre. Last date of submission for July 2025 Semester is 31<sup>st</sup> October 2025 and for January 2026 Semester is 30<sup>th</sup> April, 2026.**

- 1.** What are the public policy considerations in wage policies, state the practical difficulties, if any, in translating the lofty ideals into actions.
- 2.** Delineate the major functions of the compensation programme. What is the overall objective of a compensation policy?
- 3.** How minimum wage differs from need based minimum wage? What are the factors that are to be taken into account while fixing the minimum wage?
- 4.** Write down the procedure of Job Evaluation. Explain the various methods of systems of Job Evaluation. Also write advantages and disadvantages of any two.
- 5.** Why is VRS considered a soft option? How does it help overcome the legal hurdles in downsizing employee strength? Discuss how can a company go about VRS?