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MMPH-007

**MASTER OF BUSINESS
ADMINISTRATION (MBA)**

Term-End Examination

December, 2024

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

Time : 3 Hours

Maximum Marks : 100

(Weightage : 70%)

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

1. What are the management responsibilities regarding the compensation management programme ? Describe the role of wage supplements in the compensation policy and programme of an organization.

2. Explain the frameworks for compensation policy at both macro and micro levels. Discuss the difficulties in translating the policies into action, citing examples.
3. Explain the economic, sociological, political, psychological and ethical aspects related to wage fixation with the help of examples.
4. What is the concept of wage under the Wage Code, 2019 ? What are the factors that are to be taken into account while fixing the minimum wage ?
5. Describe the various methods of systems of Job Evaluation. Also write their advantages and disadvantages.
6. What do you understand by the concept of wages ? Explain the concept of basic wage through examples. Why is dearness allowance an integral part of pay packet ? Explain how is it administered.

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7. What is fringe benefit ? Discuss different types of fringe benefits with the help of examples.
8. Write notes on the following :
 - (a) The difference between gain sharing and profit sharing
 - (b) Difference between stock options and profit sharing

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