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MMPH-007

**MASTER OF BUSINESS
ADMINISTRATION (MBA)
Term-End Examination
December, 2025**

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

Time : 3 Hours

Maximum Marks : 100

(Weightage : 70%)

Note : (i) *Attempt any five questions.*

(ii) *All questions carry equal marks.*

1. Explain the concept of allowances and fringe benefits. Enlist the types of allowances and fringe benefits which are in practice. Illustrate.

2. What are the public policy considerations in wage policies ? What factors go into the determination of pay in an organization ?
3. Compare and contrast the *three* content theories of motivation. Explain the distinction between internal and external equity in pay.
4. Write a comprehension on the “International trends in Compensation and Reward Management”.
5. What are the factors that are to be taken into account while fixing the minimum wage ? What is the concept of wage under the Wage Code, 2019 ?
6. Explain the role of job evaluation in compensation management. Write down the procedure of job evaluation.

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7. What are the different methods of conducting wage surveys ? Explain any *two*.
8. Write a comprehension on institutional mechanisms for compensation, citing relevant examples.

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