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MMPH-007

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

June, 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. Give an overview of the International trends
in compensation and rewards management.

2. Elaborate the major functions of the compensation programme. What are the objectives of a compensation policy ?
3. What are the different factors which influence wage fixation ? Explain the ethical aspects of wage determinations.
4. Write notes on the following :
 - (a) Living wage
 - (b) Fair wage
5. “Wage surveys are essential part in pay fixation.” Explain with the help of examples.
6. What is the difference between a Pay Commission and a Wage Board ? Discuss the relative merits and demerits of different methods of wage determination.

7. Write notes on the following :
- (a) Profit sharing
 - (b) Stock options
8. Why VRS is considered a soft option ? How does it help overcome the legal hurdles in downsizing employee strength ? Discuss how can a company go about VRS.

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