

No. of Printed Pages : 3

**MMPH-007**

**MASTER OF BUSINESS  
ADMINISTRATION  
(MBA)**

**Term-End Examination**

**June, 2026**

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

*Time : 3 Hours*

*Maximum Marks : 100*

*(Weightage : 70%)*

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

(ii) *All questions carry equal marks.*

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1. Explain the concepts of bonus, profit sharing and stock options citing suitable examples.

2. Write notes on the following :
  - (a) Downsizing
  - (b) Voluntary Retirement Scheme (VRS)
3. What are the different factors which influence wage fixation ? Discuss the role of productivity and bargaining power of trade unions relating to wage fixation.
4. Write a comprehension on 'corporate compensation policy'.
5. Compare and contrast any *three* wage theories.
6. Explain the concept of job evaluation.  
Enumerate the methods of Job Evaluation.

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7. What is wage survey ? Mention various prerequisites and considerations in wage survey.
8. Discuss the emerging trends in compensation management citing relevant examples.

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