

**A-1369**

Total Pages : 3

Roll No. ....

**MS-307**

**Master of Business Administration (MBA)**

**Compensation Management**

Examination February, 2026

Time : 2:00 Hrs.

Max. Marks : 70

*Note :-* This paper is of Seventy (70) marks divided into Two (02) Sections 'A' and 'B'. Attempt the questions contained in these Sections according to the detailed instructions given therein. *Candidates should limit their answers to the questions on the given answer sheet. No additional (B) answer sheet will be issued.*

**Section-A**

**Long Answer Type Questions** (2×19=38)

*Note :-* Section 'A' contains Five (05) Long-answer type questions of Nineteen (19) marks each. Learners are required to answer any *two* (02) questions only.

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( 1 )

P.T.O.

1. What is the basic purpose behind the establishment of a sound Compensation and Reward administration system in the organizations ? Explain.
2. Explain the components of compensation. Differentiate between direct and indirect compensation.
3. Analyse the methods used to design compensation packages across different levels in Indian organizations.
4. What do you understand by Job Analysis ? Explain the Process of Job Analysis in detail.
5. Analyse the challenges in compensation and reward management in modern organizations.

### **Section–B**

#### **Short Answer Type Questions (4×8=32)**

**Note** :- Section ‘B’ contains Eight (08) Short-answer type questions of Eight (08) marks each. Learners are required to answer any *four* (04) questions only.

Discuss in brief any four of the following :

1. Relevance of performance related pay system.
2. Objectives of fringe benefits.
3. Strategies to overcome errors in performance appraisals.

4. Role of a manager in making performance /compensation management effective.
5. Legal issues in Compensation.
6. SMART approach of performance management.
7. Importance of executive compensation.
8. Strategic choices in global compensation.

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