

A-1066

Total Pages : 3

Roll No.

MS-307

Master of Business Administration (MBA)

(Compensation Management)

4th Semester Examination, 2024 (June)

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.

A-1066/MS-307

(1)

P.T.O.

1. State the differences between the nature of Monetary Compensation and Non-Monetary Compensation.
2. “Fringe benefits are normally used as an informal way rather than an ethical motivation in an organization”. Critically evaluate the statement.
3. Discuss the factors that affect the Pay Structure of an employee ? Discuss with example.
4. Establish the relationship among Job Evaluation, Job Analysis, Job Description and Job Specification
5. How does linking performance management to compensation benefit both employees and organisation ?

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.

Briefly explain the following :

1. Difference between Competency based pay and Skill based pay.
2. Can performance management be a source of change ?
3. Incentive Administration.

4. Appraisal for Recognition.
5. Future trends in compensation management.
6. Statutory and Tax Aspects with respect to Reward and Compensation Management.
7. 360 degree appraisal.
8. Role of benchmarking in Reward and compensation management.
