

**A-0754**

Total Pages : 3

Roll No. ....

**MS-307**

**Master of Business Administration (MBA)**

**(Compensation Management)**

Examination, June 2025

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. As an HR manager, describe the idea of fringe benefits and labor welfare and discuss about the several welfare amenities one can implement in a company ?
2. What are the main objectives/concerns of an organization's strategic compensation management ?
3. Explain the differences between alternation rankings, paired comparison ranking, and forced distribution ?
4. What effects do differing views on compensation structure fairness have on worker performance and satisfaction ? Explain
5. Explain the process of performance appraisals. Briefly outline the different methods of appraisal.

### **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 any *four* of the following :

1. Statutory aspects in designing remuneration packages.
2. Determinants of internal pay structure.
3. Key elements of Social Contract.

4. Balanced sheet approach in Global Compensation.
5. Performance based competition model.
6. Equity in compensation.
7. Performance review and compensation.
8. Components of executive compensation.

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