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Total Pages : 03

**704404**

**May 2024**

**M.B.A. (Executive) (Fourth Semester)  
Compensation and Benefits Management  
(MBA-E-HRM-212)**

*Time : 3 Hours]*

*[Maximum Marks : 75*

**Note :** It is compulsory to answer all the questions (1.5 marks each) of Part A in short. Answer any *four* questions from Part B in detail. Different sub-parts of a question are to be attempted adjacent to each other.

**Part A**

1. Write a short on the following :
  - (a) Equity theory and its relevance to compensation management. 1.5
  - (b) Fringe benefits. 1.5
  - (c) Difference between team rewards and individual performance-based rewards. 1.5
  - (d) The influence of an organisation's reward strategy on the psychological contract between employees and employers. 1.5

- (e) The role of wage boards. **1.5**
- (f) Impact of Tax Laws on employees' decisions Regarding benefits selection. **1.5**
- (g) How does performance-linked compensation align with organisational goals ? **1.5**
- (h) Significance of bonus. **1.5**
- (i) The key recommendations made by the 2nd National Commission on Labour regarding compensation. **1.5**
- (j) Differentiate between Fixed Pay and Variable Pay. **1.5**

### **Part B**

- 2. Define inter-industry and intra-industry wage differentials and provide examples of each. What factors contribute to wage differentials within and between industries ? **15**
- 3. What are various incentive schemes, and how do they differ from traditional salary-based compensation ? **15**
- 4. Define competency-based compensation and discuss its importance in today's workforce. How can organisations identify and measure competencies to design effective compensation structures ? **15**

- 5. How do compensation structures in India differ from those in other countries ? What are some key considerations for multinational companies operating in India when designing employee compensation packages ? **15**
- 6. Describe the different job evaluation methods, organisations used to determine the relative worth of different jobs. Compare and contrast quantitative methods with qualitative methods. **15**
- 7. (a) Explain the key provisions of The Payment of Bonus Act 1965 and its impact on employee morale and productivity. **8**
- (b) How do factors such as cost-of-living differences, taxation, and exchange rate fluctuations influence the design of expatriate compensation packages ? **7**