

2025

MBA 3rd Semester Examination

MBA

Paper : 308 D

[Compensation and Rewards Management]

Full Marks : 100

Time : Three Hours

*The figures in the margin indicate full marks.
Candidates are required to give their answers
in their own words as far as practicable.*

Group - A

Answer any *eight* questions : 5×8=40

1. Differentiate between financial and non-financial compensation. What are fringe benefits? Give two examples. 2+1+2
2. What is Dearness Allowance (D.A.) and why it is given?
3. Discuss the different factors that influence compensation policies within an organization.
4. What is the difference between analytical and non-analytical methods of job evaluation?
5. Explain the Point Factor Method of job evaluation and how it ensures fairness in pay structure.

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6. Explain the procedure for fixing and revising minimum wages under Section 5 of the Minimum Wages Act, 1948.
7. Explain the offences and penalties prescribed for employers under the Equal Remuneration Act, 1976.
8. Explain the term allocable surplus under the Payment of Bonus Act, 1965.
9. How should an organisation align its compensation strategy with its HR and business strategy?
10. Discuss and differentiate between minimum wages and need based minimum wages in compensation and reward management.
11. Explain the economic and ethical aspects in relation to wage fixation.
12. Explain the 'time rate system' and 'piece rate system' of wage payment with examples.

Group - B

Answer any *four* questions : 10×4=40

13. What is the importance of compensation and rewards in modern organisation? What are the benefits of a fair compensation package? 5+5
14. What are meant by monetary and non-monetary rewards? Discuss the recent developments in reward and recognition of workers. 4+6
15. Discuss the implications of Equal Remuneration Act, 1976 to discourage the disparity in gender based remuneration payment.

16. Describe in detail the steps involved in the job evaluation process.
17. Explain the provisions regarding deductions for fines, absence from duty, and damage or loss of goods with relevant sections as per the Payment of Wages Act, 1936.
18. Explain the eligibility criteria for receiving a bonus. Describe in detail the set-on and set-off provisions under the Payment of Bonus Act, 1965.

Internal Assessment : 20 marks
