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Roll No.....

**MS-307/HR-2307**

**Compensation Management/  
Performance and Reward Management  
(प्रशिक्षण व विकास प्रबंध)**

Master of Business Administration/  
P.G. Diploma in Human Resource Management  
(MBA-10/12/13/16/17/PGDHRM-10/16/17)

**4<sup>th</sup>/2<sup>nd</sup> Semester, Examination-2019**

**Time : 3 Hours**

**Max. Marks : 80**

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Note - This Paper is of Eighty (80) marks divided into two (02) Sections A and B. Attempt the Questions contained in these sections according to the detailed instructions given therein.

**Section - A**

**(Long-Answer-Type Questions)**

Note - Section 'A' contains Five (05) long-answer-type questions of Fifteen (15) marks each. Learners are required to answer any Three (03) questions only.

(3 × 15 = 45)

1. What is compensation management?  
Describe the Monetary and non-monetary components of compensation and rewards.

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2. Is there any relationship between incentives and motivation? Examine the potential advantages and limitations of incentives.
3. Define Marginal productivity theory, bargaining theory and supply and demand theory of compensation.
4. Explain how job description helps in making a pay decision.
5. Define and differentiate Internal & External competitiveness.

### **Section - B**

#### **(Short-Answer-Type Questions)**

Note - Section 'B' contains Eight (08) short-answer-type questions of Seven (07) marks each. Learners are required to answer any Five (05) questions only.

$$(5 \times 7 = 35)$$

1. What do you mean by Fringe Benefits? Explain its need & types.

2. What are different types of incentive plan? Explain any two.
3. Write a short note on transmitting learning into action.
4. What is wage structure?
5. Describe the operations and benefits of ESOP.
6. What are deficiencies of job evaluation programme?
7. Define the concept of total reward.
8. Briefly explain tax aspects in designing remuneration packages.