

894

Total Pages : 3

Roll No. -----

MS-307/HR-2307

**Compensation Management/Performance and
Reward Management**

Master of Business Administration/P.G. Diploma in
Human Resource Management

(MBA-10/12/13/16/17/PGDHRM-10/16/17)

Examination 2021 (Winter)

Time: 2 Hours

Max. Marks: 80

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 Twenty (20) marks each. Learners are required to answer any two (02) questions only.

[2 x 20 = 40]

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894

1

- Q.1. 'Compensation differs depending on several factors, both intra and inter industry.' In the light of this statement explain both inter and intra industry compensation differentials.
- Q.2. Human Resource Department plays a crucial role in Wage and Salary administration of a firm. Discuss.
- Q.3. Explain the legal provisions relation to compensation payable to an employee.
- Q.4. Explain nature and significance of performance management.
- Q.5. Discuss various methods of performance Appraisal.

Section – B

(Short-answer-type questions)

Note: Section 'B' contains Eight (08) short-answer-type questions of Ten (10) marks each. Learners are required to answer any Four (04) questions only.

[4 x 10 = 40]

- Q.1. Discuss the importance of Performance and Development planning.
- Q.2. What are the components of Employee Benefits?
- Q.3. Define Social Security.
- Q.4. What factors needs to be considered in developing group bonus schemes?
- Q.5. What are the consequences of pay-dissatisfaction?
- Q.6. Discuss Fringe Benefits in detail.
- Q.7. What are the various benefits of Performance and Development plan?
- Q.8. Discuss financial and non-financial incentives.
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