

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI  
(END SEMESTER EXAMINATION)**

**CLASS: MBA  
BRANCH: MANAGEMENT**

**SEMESTER : III  
SESSION : MO/2024**

**SUBJECT: MT528 COMPENSATION AND REWARDS**

**TIME: 3 Hours**

**FULL MARKS: 50**

**INSTRUCTIONS:**

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
2. Attempt all questions.
3. The missing data, if any, may be assumed suitably.
4. Before attempting the question paper, be sure that you have got the correct question paper.
5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.

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		CO	BL
Q.1(a)	Define Compensation. Discuss the importance of Compensation Management.	[5]	1
Q.1(b)	Describe the components of Executive Compensation system.	[5]	2
Q.2(a)	Outline the external as well as internal environments of Compensation Management.	[5]	2
Q.2(b)	Describe any two theories of wages in detail.	[5]	2
Q.3(a)	Explain any 2 methods of Job Evaluation.	[5]	2
Q.3(b)	Bring out the techniques used for gathering the data for the purpose of Job Analysis.	[5]	2
Q.4(a)	Summarize the analysis of different grade and pay structures.	[5]	4
Q.4(b)	Why is it important to bring the internal and external equity while determining the pay ranges?	[5]	3
Q.5(a)	Analyze the salient features of the incentive schemes followed in Indian industries.	[5]	4
Q.5(b)	Explain the concept and benefits of Performance Based Pay System.	[5]	3

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