

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

**CLASS: MBA
BRANCH: MANAGEMENT**

**SEMESTER : III/ADDL
SESSION : MO/2025**

SUBJECT: MT528R1 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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Q.1(a)	Define compensation. Explain the major components of compensation.	[5] 1	1,2
Q.1(b)	Discuss the concept of executive compensation and highlight two major challenges organizations face in managing global expatriate pay.	[5] 2	3
Q.2(a)	Explain the difference between minimum wage, fair wage and living wage with suitable examples.	[5] 2	2
Q.2(b)	Describe any two major theories of wages and explain their relevance in modern wage determination.	[5] 3	1,2
Q.3(a)	Explain any two Job Evaluation Methods and describe their significance in compensation management.	[5] 3	2
Q.3(b)	A medium-sized manufacturing firm is expanding into a new product line. As the HR manager, outline how you would plan and conduct a Job Analysis Program to update job roles and compensation structures.	[5] 5	3
Q.4(a)	What is a pay structure? Discuss how internal and external equity influence the development of a fair pay structure.	[5] 4	2
Q.4(b)	Explain the concept of pay grades. How does an organization develop pay ranges within a grade structure?	[5] 4	2
Q.5(a)	Discuss the benefits and limitations of a Performance Based Pay System in organizations.	[5] 5	1,2
Q.5(b)	A services company wants to boost employee motivation using incentive plans. Suggest a simple individual incentive plan and an organizational-wide incentive plan suitable for the company, explaining why each would work.	[5] 5	3

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