

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

CLASS: MBA
BRANCH: MANAGEMENT

SEMESTER : IV
SESSION : SP/19

SUBJECT: MBA3045 COMPENSATION AND REWARDS

TIME:

FULL MARKS: 60

INSTRUCTIONS:

1. The question paper contains 7 questions each of 12 marks and total 84 marks.
 2. Candidates may attempt any 5 questions maximum of 60 marks.
 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) List out the different economic theories of compensation and explain them briefly. [6]
Q.1(b) How do economic theories relate to employee compensation benefits? Illustrate them with examples. [6]
- Q.2(a) Describe the concept of collective bargaining. What is its importance in managing compensation of employees? [6]
Q.2(b) What is understood by wage policy? Does it imply a uniform wage structure, or may there be different wage structure in similar undertakings? [6]
- Q.3(a) What is internal equity? Explain its importance. [6]
Q.3(b) Explain pay range and pay band. What are their importance in compensation management? [6]
- Q.4(a) Discuss the purpose of incentive plans. What are financial and non-financial incentives? [6]
Q.4(b) Describe individual and group incentive. What are the classifications of individual incentives? [6]
- Q.5(a) What is pay structure? Explain why it is necessary to develop a proper pay structure. [6]
Q.5(b) Explain the role of salary surveys in preparing the pay structure. [6]
- Q.6(a) What are fixed and variable pay? Explain. [6]
Q.6(b) Give a note on managerial compensation. [6]
- Q.7(a) Explain the concept of tax planning. What is its importance? [6]
Q.7(b) Discuss the compensation trends in India. [6]

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