

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

CLASS: MBA

SEMESTER: IV

BRANCH: Management

SESSION: SP/22

Full Marks:50

TIME: 2 HOURS

SUB: MT 528 Compensation and Rewards

INSTRUCTIONS:

1. The question paper contains 5 questions each of 10 marks (5 marks each part).
 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
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Q1. (a) Explain the significance of employee's compensation.

(b) Describe the important elements of compensation and benefits.

Q2. (a). How does the labour market influence employees' compensation in an organization?

(b) List out the different theories of wages and explain any two of them briefly.

Q3. (a) Describe job analysis together with its various considerations.

(b) What do you understand by work measurement? Explain.

Q4. (a) Discuss the significance of grade and pay structure.

(b) What is internal equity? What is its importance.

Q5. (a). Describe the objectives and need for incentive plans.

(b) Briefly explain different types of incentive plans.