

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

**CLASS: MBA  
BRANCH: MBA**

**SEMESTER : IV  
SESSION : SP/2023**

**SUBJECT: MT528 COMPENSATION AND REWARD**

**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 the term Compensation. Explain in details the factors that are responsible for deciding the base compensation.   | [5] CO1 | BL1 |
| Q.1(b) | Explain the concept of Global/International Compensation. Explain the factors that affect Global/International Compensation?  | [5] CO2 | BL2 |
| Q.2(a) | Explain the concept of Fair Wage? Explain the factors that determine Fair Wages.  | [5] CO3 | BL4 |
| Q.2(b) | How theory of wages has been an important source in determining payment of wages in current modern organizations? Explain in detail the Wage Fund Theory by Adam Smith. | [5] CO2 | BL3 |
| Q.3(a) | Define Job Design. Explain in detail the various techniques of Job Design.  | [5] CO2 | BL3 |
| Q.3(b) | Explain the concept of Job Evaluation. In detail explain the process of Job Evaluation.   | [5] CO2 | BL2 |
| Q.4(a) | Explain in detail the concept of Grade Structure. How grade structure can be linked in maintaining Internal and external equity in an organization?                     | [5] CO5 | BL1 |
| Q.4(b) | Explain Narrow and Broad Grade Structure and also highlight why there is a need for more than one pay structure in an organization?                                     | [5] CO4 | BL3 |
| Q.5(a) | What is the importance of paying incentive to an employee in an organization also mention the various classifications of incentives paid by an organization.            | [5] CO3 | BL4 |
| Q.5(b) | Write a short note on performance based pay system and also explain the concept of ESOP.  | [5] CO4 | BL3 |

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