

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

**CLASS: MBA
BRANCH: MBA**

**SEMESTER : IV
SESSION : SP/2025**

SUBJECT: MT528R1 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)	What is Executive Compensation and explain in detail the principles of Compensation Management.	[5]	CO1	BL1
Q.1(b)	Who are Expatriates? Explain in detail about what factors companies keep in mind while deciding the Expatriates Compensation?	[5]	CO2	BL2
Q.2(a)	What is living Wage? Differentiate between fair wages and living wages. Highlight the factors that determine living Wages.	[5]	CO3	BL4
Q.2(b)	Explain in detail any one if the following Wages Theory. (i). Wage Fund Theory by Adam Smith. (ii). Bargaining Theory of Wages by John Davidson	[5]	CO2	BL3
Q.3(a)	Explain in detail the various techniques of Job Analysis. Highlight the importance of Job Analysis.	[5]	CO2	BL3
Q.3(b)	What is Job Evaluation? Explain in detail the various methods of Job Evaluation.	[5]	CO2	BL2
Q.4(a)	With the help of a suitable example explain Pay Structure. Why according to you an organization should have more than one pay structure?	[5]	CO5	BL1
Q.4(b)	Explain in detail Narrow and Broad Grade Structure with the help of a suitable example.	[5]	CO4	BL3
Q.5(a)	What are Individual and organizational wide incentive planes. Explain in detail the various limitations of Incentive planes.	[5]	CO3	BL4
Q.5(b)	What is Performance Based Pay System or Merit Based Pay System? What benefits an organization can achieve if they strictly implement Performance Based Pay System or Merit Based Pay System?	[5]	CO4	BL3

:28/04/2025:E