

No. of Printed Pages : 3

MMPH-007

**MASTER OF BUSINESS
ADMINISTRATION (MBA)
Term-End Examination
December, 2025**

**MMPH-007 : COMPENSATION AND
REWARDS MANAGEMENT**

Time : 3 Hours

Maximum Marks : 100

(Weightage : 70%)

Note : (i) Attempt any **five** questions.

(ii) All questions carry equal marks.

1. Explain the concept of allowances and fringe benefits. Enlist the types of allowances and fringe benefits which are in practice. Illustrate.

D-3051/MMPH-007

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2. What are the public policy considerations in wage policies ? What factors go into the determination of pay in an organization ?
3. Compare and contrast the *three* content theories of motivation. Explain the distinction between internal and external equity in pay.
4. Write a comprehension on the “International trends in Compensation and Reward Management”.
5. What are the factors that are to be taken into account while fixing the minimum wage ? What is the concept of wage under the Wage Code, 2019 ?
6. Explain the role of job evaluation in compensation management. Write down the procedure of job evaluation.

[3]

7. What are the different methods of conducting wage surveys ? Explain any *two*.
8. Write a comprehension on institutional mechanisms for compensation, citing relevant examples.

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