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MMPH-007

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

June, 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. Give an overview of the International trends
in compensation and rewards management.

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2. Elaborate the major functions of the compensation programme. What are the objectives of a compensation policy ?
3. What are the different factors which influence wage fixation ? Explain the ethical aspects of wage determinations.
4. Write notes on the following :
 - (a) Living wage
 - (b) Fair wage
5. “Wage surveys are essential part in pay fixation.” Explain with the help of examples.
6. What is the difference between a Pay Commission and a Wage Board ? Discuss the relative merits and demerits of different methods of wage determination.

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7. Write notes on the following :
- (a) Profit sharing
 - (b) Stock options
8. Why VRS is considered a soft option ? How does it help overcome the legal hurdles in downsizing employee strength ? Discuss how can a company go about VRS.

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