



GL BAJAJ

Institute of Management & Research

Approved by A.I.C.T.E., Ministry of HRD, Govt. of India

Roll No.....

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POST GRADUATE DIPLOMA IN MANAGEMENT (2019-21) END TERM EXAMINATION (TERM -V)

Subject Name: Compensation and Reward Management

Time: **02.30 hrs**

Sub. Code: PGH-04

Max Marks: **60**

Note:

All questions are compulsory. Section A carries 10 marks: 5 questions of 2 marks each, Section B carries 30 marks having 3 questions (with internal choice question in each) of 10 marks each and Section C carries 20 marks one Case Study having 2 questions of 10 marks each.

SECTION – A

2×5 = 10 Marks

Attempt all questions. All questions are compulsory.

Q. 1 (A): What is compensation management? What are its objectives?

Q. 1 (B): Explain the factors influencing wage and salary structure.

Q. 1 (C): What are the merits and demerits of time rate system?

Q. 1 (D): What is the difference between minimum wage, living wage and fair wage?

Q. 1 (E): Explain any one wage theory?

SECTION - B

10 x 3 = 30 Marks

All questions are compulsory (Each question has an internal choice. Attempt any one (either A or B) from the internal choice)

Q. 2: A- XYZ organization is evaluating the job in the organization? Help the company in understanding job evaluation concept and also state the steps required in any method of job evaluation.

Or

Q 2: B- “There are different considerations in job evaluation”, so justify the purpose of job evaluation for employer and for employees?

Q. 3: A- What is the basic purpose behind the establishment of a sound Compensation and Reward administration system in the organizations?

Or

Q. 3: B- When and why would you pay a sales person a salary? A commission? Salary and commission combined? Justify the role of incentives in it..

Q. 4: A- Imagine you are the HR Manager. Design the appropriate pay model for executives of the organization.

Or

Q.4: B- Successful organizations claiming- We share our success with our employees through highly competitive compensation and benefits, medical and dental plans and tuition reimbursement. How organizations are classifying benefits? Discuss each in detail.

SECTION – C

10×02 = 20 Marks

Read the case and answer the questions

Q. 5: Case Study:

Mr. Rakesh is the head of the Human Resources department of a renowned organization was in dilemma regarding compensation ethics because of the case- one of the workers died on duty. The worker is associated with the company for eight years. His family was demanding compensation. However, the company denied compensation because it was revealed in investigation that he was drunk at the time of the accident. The workers of the company went to strike demanding compensation for the family of the deceased. The Chairman of the management board has asked for recommendation from Mr. Rakesh.

Q5 (A): What recommendations would you provide?

Q5 (B): Discuss the merits and demerits of each of the recommendations.

Mapping of Questions with Course Learning Outcome

Question Number	COs	Marks Allocated
Q. 1:	CO1	10 marks
Q. 2:	CO2	10 marks
Q. 3:	CO3	10 marks
Q. 4:	CO4	10 marks
Q. 5:	CO5	20 marks

Note: Font: Times New Roman, Font size: 12.