



GL BAJAJ

Institute of Management & Research

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

Roll No.....

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.)–201306

POST GRADUATE DIPLOMA IN MANAGEMENT (2018-20)
MID TERM EXAMINATIONS (TERM -V)

Subject Name: **Compensation & Reward Management**

Time: **01.30 hrs**

Sub. Code: **PGH-04**

Max Marks: **20**

Note:

- 1. Writing anything except Roll Number on question paper will be deemed as an act of indulging in unfair means and action shall be taken as per rules.**
- 2. All questions are compulsory in Section A, B & C. Section A carries 1 Case Study of 8 marks. Section B carries 3 questions of 2 marks each and Section C carries 2 questions of 3 marks each.**

SECTION – A

04+04 = 08 Marks

Q. 1: Case Study: Roshans Limited-Transport Facility

The personnel Manager of Roshans Limited have received an application for the introduction of company conveyance for employees staying in town. Although Roshans Limited has provided living facilities to its employees about 60 percent of its 1000 employees still have to commute an average of 10 km to come to work. The union and some of the employee s living on campus have supported the demand. Though the management might favor such a move some sections of the work force are concerned that the introduction of the company conveyance facility may cut down their wages .the company under disguise of compensation allowance pays Rs.20/- per month for traveling to employees staying more than 8 km away from the company premises.

- What factors would you take into account in evaluation of this demand from the workers?
- Provide the rationale for implementing or not implementing this demand.

SECTION – B

02×03 = 06 Marks

Q. 2: What is job evaluation? Is it different from the job analysis?

**Q. 3: “The wages in an industry are determined by wage laws and industry’s capacity to pay”
explain this statement**

Q. 4: Name all wage theories and methods of job evaluation with their types.

SECTION – C

03×02 = 06 Marks

Q.5: Explain all the steps involved in designing compensation system?

Q. 6: “Job evaluation determines the worth of job and not job holder” examine this statement.