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Time: 3 hrs

GIET UNIVERSITY, GUNUPUR – 765022
M. B. A (Third Semester) Examinations, February – 2023
21MBAHR23003– Compensation & Benefits Management

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A**(2 x 10 = 20 Marks)**Q.1. Answer **ALL** questions

	CO #	Bloom s Level
a. Differentiate between Fair wage and Real wage?	CO1	K1
b. Estimate the factors upon which compensation and rewards depend?	CO1	K1
c. Describe the concept of VDA?	CO2	K2
d. Explain the concept of Overtime wages?	CO2	K1
e. Why Wage surveys are important?	CO4	K1
f. Briefly describe the concept of Earnings?	CO3	K2
g. What is the purpose of Fringe Benefits for employees?	CO3	K1
h. What do you understand by Pay grades? Clarify with examples.	CO4	K1
i. Briefly explain the term Broad banding?	CO4	K1
j. Write the positive effects of Globalization on compensation?	CO5	K2

PART – B**(8 x 5 = 40 Marks)**Answer **ALL** questions

	Marks	CO #	Blooms Level
2. a. Describe the concept and scope of Compensation Management?	8	Co1	K2
(OR)			
b. Identify the important goals of Wage & Salary Administration? Make a comparison chart showing the difference between Wage & Salary?	8	Co2	K2
3.a. How to calculate Take- Home pay and Cost to company of an organization?	8	Co3	K3
(OR)			
b. Describe the components of Wage Structure? What do you understand by Wage Curve?	8	Co4	K2
4.a. Write the features of Executive Remuneration? Why Managers should be paid more? Explain.	8	Co3	K2
(OR)			
b. Identify the methods of wage fixation? Under which circumstances Compulsory Arbitration or Adjudication applicable?	8	Co4	K2
5.a. Illustrate the factors influencing Wage differentials?	8	Co4	K2
(OR)			
b. Discuss the role of Second National Commission on welfare and working conditions as per Code on Wages Act, 2019?	8	Co5	K3
6. a. Describe Industrial Relations Code Bill and Occupational Safety, Health; Working conditions Code Bill, 2020?	8	Co5	K3
(OR)			
b. Identify the various challenges faced by Compensation Management in MNCs?	8	Co5	K3

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