GANDHI INSTITUTE OF ENGINEERING AND TECHNOLOGY UNIVERSITY, ODISHA, GUNUPUR
(GIET UNIVERSITY)

M.B.A. (Third Semester) Regular Examinations, January – 2025
23MBAHR23011- Compensation & Benefit Management
(MBA)

Time: 3 hrs   Maximum: 60 Marks

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

PART – A   (2 x 5 = 10 Marks)

Q.1. Answer *ALL* questions

		CO #	Blooms Level
a.	State two importance of compensation management.	CO1	K1
b.	Differentiate between HRA and DA.	CO2	K1
c.	List any three features of executive remuneration.	CO3	K1
d.	State the types of wage differentials.	CO4	K2
e.	Identify the two roles of HR department in compensation administration.	CO5	K3

PART – B   (10 x 5 = 50 Marks)

Answer *ALL* questions

		Marks	CO #	Blooms Level
2. a.	Define compensation management and state its objectives.	10	CO1	K2
	(OR)			
b.	Make an analysis about the theories of compensation for motivating employees.	10	CO1	K3
3.a.	Discuss wage structure and what are its components.	5	CO2	K2
b.	Distinguish between job evaluation and performance evaluation.	5	CO2	K2
	(OR)			
c.	Point out the various aspects of fringe benefits .	10	CO2	K3
4.a.	Explain the components of executive compensation.	5	CO3	K2
b.	Explain the factors influencing employee compensation.	5	CO3	K2
	(OR)			
c.	Discuss the process of setting executive compensation.	5	CO3	K2
d.	Explain various dimensions of employees' compensation.	5	CO3	K2
5.a.	Analyse the Factors Affect Salary On A Pay Grade.	10	CO4	K2
	(OR)			
b.	Discuss the advantages and disadvantages of broad banding.	5	CO4	K2
c.	Why do different companies practice different pay systems.	5	CO4	K2
6.a.	Design the roles & responsibilities of the HR department in managing compensation and benefit management.	10	CO5	K2
	(OR)			
b.	Find out the challenges faced by HR manager while fixing a salary.	10	CO5	K2

--- End of Paper ---