Unit III

4. Compare and contrast different Performance-Based Reward (PBR) systems. Evaluate their effectiveness in driving organizational performance and employee motivation. **12**

Or

Examine the unique compensation challenges for sales executives and R&D professionals. Design appropriate incentive schemes for both categories of employees.

Unit IV

5. Evaluate various approaches to managing workforce redundancy from a compensation perspective. **12**

Or

Examine the key provisions of the Minimum Wages Act, 1948, and its relevance in contemporary compensation management. Discuss compliance challenges and strategic implications.

No. of Printed Pages : 05 Roll No. .....

51602

M.B.A. EXAMINATION, 2026

(Fourth Semester)

(Re-appear Only)

COMPENSATION MANAGEMENT

Time : 3 *Hours*] [*Maximum Marks :* 80

Before answering the question-paper, candidates must ensure that they have been supplied with correct and complete question-paper. No complaint, in this regard will be entertained after the examination.

Note : Attempt *Six* questions in all, selecting *one* question from each Unit. Q. No. **1** is compulsory.

(Compulsory Question)

1. Write short notes on the following : **10×2=20**

(a) Differentiate between compensation management and wage administration with examples.

(b) Discuss the relationship between organizational strategy and compensation philosophy.

(c) Compare Internal and External Equity and state how it impacts compensation practices.

(d) Explain the strategic significance of non-monetary rewards in a digital workplace.

(e) Figure out the issues associated with CEOs compensation in modern organisations.

(f) Explain the key challenges in linking compensation to performance metrics.

(g) Discuss how the Payment of Bonus Act, 1965 influences employee motivation.

(h) How do employers plan tax-efficient compensation packages ?

(i) Highlight the issues associated with expatriates' compensation.

(j) What are the institutional mechanisms to address wage disputes in India ?

Unit I

2. Compare and contrast the traditional and modern approaches to compensation management. Evaluate the factors that have led to the evolution of compensation practices in contemporary organizations. **12**

Or

Critically assess the role of job evaluation in establishing the foundation of compensation management. Discuss various job evaluation methods and their practical applications.

Unit II

3. Examine the factors contributing to inter-industry and intra-industry wage differentials. How do these differentials impact talent mobility and organizational competitiveness ? **12**

Or

Design a comprehensive compensation strategy for a technology startup with 200 employees. Address both monetary and non-monetary components while ensuring internal and external equity.

Unit V

6. Analyze the recommendations of the 2nd National Commission on Labour regarding compensation. Assess their implementation status and contemporary relevance. **12**

Or

Evaluate the impact of the 6th Pay Commission recommendations on compensation practices in the public sector. Analyze the spillover effects on private sector compensation.

❖❖❖❖❖❖❖

Unit V

6. Analyze the recommendations of the 2nd National Commission on Labour regarding compensation. Assess their implementation status and contemporary relevance. **12**

Or

Evaluate the impact of the 6th Pay Commission recommendations on compensation practices in the public sector. Analyze the spillover effects on private sector compensation.

❖❖❖❖❖❖❖