



	WINTER-2023		
	Exam Seat No.:		
	Academic Year:2023-2024	Semester:III	
	Name of Programme:MBA	Pattern:2022	
	Name of Course:Compensation Management	Course Code:MBA22 3 3 11	
	Max. Marks:30	Duration:1hr.15mins	

	<p>Instructions: Candidates should read carefully the instructions printed on the Question Paper and on the cover page of the Answer Book, which is provided for their use.</p> <ol style="list-style-type: none">1. This question paper contains <u>2</u> page(s).2. Answer to each new question is to be started on a new page.3. Assume suitable data wherever required, but justify it.4. Draw the neat labelled diagrams, wherever necessary.5. The last columns indicates the Course Outcome and level of Blooms Taxonomy of the Question/sub-question.<ol style="list-style-type: none">1. Solve (a) or (b) from each question	
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Question No. 1 Attempt following Question

- 1 a) Define compensation benchmarking with example (6) CO1

OR

- 1 b) List any 3 theories of wage determination (6) CO1

Question No. 2 Attempt following Question

- 2 a) Describe impact of labour demand and supply in corporation sector (6) CO2

OR

- 2 b) Summarize demand and supply according to neoclassical micro economics (6) CO2

Question No. 3 Attempt following Question

- 3 a) Explain External equity and factors affecting external equity (6) CO3

OR

- 3 b) Explain pay grade . What are the factors affecting salary on pay grade (6) CO3

Question No. 4 Attempt following Question

- 4 a) Consider the following components and calculate CTC: (6) CO4

Basic Salary: Rs.60,000 per annum

House Rent Allowance (HRA): 20% of
Basic Salary

Special Allowance: Rs.8,000 per annum

Bonus: 10% of Basic Salary

Provident Fund (PF): 12% of Basic
Salary

OR

- 4 b) Assume an employee's salary in the base year is Rs. 60,000, and the CPI in the current year is 120, compared to the base year CPI of 100. Calculate the adjusted salary for the current year to account for inflation using the CPI. (6) CO4

Question No. 5 Attempt following Question

- 5 a) Develop concept of incentives and what is financial and non financial incentives (6) CO5

OR

- 5 b) Derive EPF and EPS (6) CO5