



# 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) END TERM EXAMINATION (TERM - V)

Subject Name: Compensation & Reward Management

Time: **02.30 hrs**

Sub. Code: PGH04

Max Marks: **60**

**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& C. Section A carries 8 questions of 2.5 marks each, Section B carries 5 questions of 04 marks each and Section C carries 1 Case Study of 20 marks.**

### SECTION - A

Attempt all questions. All questions are compulsory.

**2.5×08 = 20 Marks**

- Q. 1 (A): Explain the factors affecting wage determination.
- Q. 1 (B): Explain the meaning of fringe benefits. Enlist their features
- Q. 1 (C): Do you think that non-financial motivators can work more effectively when integrated with financial rewards in a total reward process? Illustrate with example.
- Q. 1 (D): What are the reasons behind in offering Employees Benefit Program?
- Q. 1 (E): What is the difference between minimum wage, living wage and fair wage?
- Q. 1 (F): What are the components of executive remuneration?
- Q. 1 (G): What is the basic purpose behind the establishment of a sound Compensation and Reward administration system in the organizations?
- Q. 1 (H): Explain the concept of time wage system and piece wage system.

### SECTION – B

Attempt any five out of six questions

**04×05 = 20 Marks**

- Q. 2: Explain point method of evaluation. Taking a sample position try to develop a point method for evaluating the job.
- Q. 3: Explain the scope and object of the Maternity Benefit Act, 1961
- Q. 4: How the act of social security laws of India works both in organized sectors and unorganized sectors of industry in India?
- Q. 5: What is the importance of wage administration rules in organizations? Give examples.
- Q. 6: Discuss the utility of job evaluation with the help of the examples. State the steps in alteration ranking method of job evaluation.
- Q. 7: Which method of wage payment you prefer–time rate or piece rate? Give reasons for your answers.

## SECTION - C

Read the case and answer the questions

**10×02 = 20 Marks**

**Q. 8: Case Study: Sweetwater Match**

Robin Welch, a computer programmer at the sweet maker company's first annual mixed –doubles tennis tournament. He and his lady friend, Gloria kovac, who works as an accountant in the company 's finance department, have become accomplished tennis player . They felt that they have a chance to win it all. Because of the growing interest in tennis by a large proportion of the firm's employees and their increased productivity at work' the company arranged the tournament to be played on Friday. This was declared as tennis holiday- By the company founder and the president Robert sweet water. Gloria and robin advanced to the tournament finals. Leading in the third and decisive set' robin tripped going back to play an opponent's lab shot. He twisted his ankle badly. Despite this injury 'robin and Gloria went on to win the game and the tournament. However, the ankle became worse and he was confined to bed. X-rays showed a hairline fracture. Robin had a to miss four days of work for medical attention. Company sick leave policy provides for only two days per month. Under state law, workers compensation provides payments if the worker is "functioning within the scope of employment".

Q8 (A): If Robin files for workers compensation, what are the points for and against allowing his claim?

Q8 (B): Are there any alternative possibilities for compensation?

<b>Question Number</b>	<b>CLO</b>
1 (A), 1 (C), 1 (D), 7	1
1 (H), 2, 6	2
1 (E), 1 (G), 4, 5	3
1 (B), 1 (F), 8 (A)	4
3,8 (B)	5