

Total No. of Questions : 5]

SEAT No. :

PF12119

[Total No. of Pages : 2

[6648]-814

S.Y.M.B.A.

**SE HRM -09 : COMPENSATION & REWARD
MANAGEMENT**

(2024 Credit Pattern) (Semester - IV)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) Solve any five.

[10]

- a) Define Compensation.
- b) What is wage curve?
- c) What is internal equity?
- d) Define KPI.
- e) What are monetary-non monetary rewards?
- f) What is total compensation strategy?
- g) What are ESOPS?
- h) What is gig economy compensation?

Q2) Solve any two.

[10]

- a) Discuss the role of reward systems in motivation.
- b) Explain minimum fair and living wage.
- c) Describe job evaluation methods.

P.T.O.

Q3) Solve any one. [10]

- a) Discuss compensation planning and strategy for competitive advantage.
- b) Explain wage fixation machinery and statutory provisions in India.

Q4) Solve any one: [10]

- a) Analyze types of incentive plans with pros and cons.
- b) Describe the process of developing and effective reward management system.

Q5) Solve any one. [10]

- a) Analyze contemporary compensation challenges (gender pay gap ,DEI, remote work).
- b) Critically Evaluate compensation practices followed by multinational corporations.

