

workers certain technical grades. The management conceded these demands because the union cooperated with them in keeping the burden of the pay revision within the guidelines of the bureau of public enterprises. Once the agreement was signed and communicated to the employees the management and the union respectively, there was commotion among the technical staff. They walked out of the union, formed a separate technical staff union and marched round the company premises holding placards which read 'here grass cutters get more than the gas cutters'. In that engineering assembly unit, till the pay revision occurred, welding was a highly rated job- now gardeners get more than welders.

Questions :

1. What will happen if grass cutters get more than gas cutters ?
2. Evaluate the pros and cons of the approach of both the management and the union in this event.

H

Roll No.

MB-202(H2)**M. B. A. (SECOND SEMESTER)****MID SEMESTER****EXAMINATION, April, 2023****COMPENSATION AND BENEFITS
MANAGEMENT****Time : 1½ Hours****Maximum Marks : 50**

- Note :** (i) This question paper contains two Sections—Section A and Section B.
- (ii) Both Sections are compulsory.
- (iii) Answer any *two* sub-questions among (a), (b) and (c) in each main question of Section A. Each sub-question carries 10 marks.
- (iv) Section B consisting of Case Study is compulsory. Section B is of 20 marks.

(2)

MB-202(H2)

Section—A

1. (a) Describe various principles of "Compensation Management". (CO1)
- (b) "Compensation is one of the most powerful motivators of behavior." Demonstrate how does compensation affect the motivation level of employees in an organization. (CO2)
- (c) "Human resource department plays a crucial role in Wage and Salary administration of a firm." Discuss the statement with the help of logical examples. (CO3)
2. (a) Differentiate between Wage and Salary. Discuss the various types of wages. (CO3)
- (b) Design the salary structures in an organization. Discuss in detail. (CO3)
- (c) What are various incentives and benefits plans ? Explain in detail. Investigate the factors influencing compensation structure. (CO5)

(3)

MB-202(H2)

3. (a) "When wages are paid inadequate, money becomes a bone of contention but when wages paid are more, money becomes a burden to the organization." Discuss how to maintain internal and external wage parity from an organization's point of view. (CO1)
- (b) Demonstrate the pay structure in detail. (CO3)
- (c) Discuss the various compensation pension schemes. (CO5)

Section—B

4. **Case Study :** (20 Marks) (CO2)
In a particular sector undertaking with a chequered past, a line manager was appointed as the chief of personnel. Within a year of taking up the assignment, he had to sign a wage agreement with the worker's union. The union at the time was dominated by non-technical staff. The union's charter of demands favored the interests of its dominant member groups. It is asked for a significant revision in the gardener's pay, but was not equally vocal in pressing for increases in the pay scales of

P. T. O.