

## IMBA in FM/HRPA/BM (NEP) Sem.-5 Examination

DPPG-IMBA/IMBAF/IMBAH\_H-DSC-C-353

CM

Time : 2-00 Hours]

December-2025

[Max. Marks : 50

Q.1 Discuss how each component of the Total Rewards namely Transactional Rewards (financial/tangible) and Relational Rewards (non-financial / intangible) contribute significantly to the objectives of Total Rewards (10)

Or

Q.1 Explain The role of the reward professional in implementing reward strategies, policies and processes. (10)

Q.2 What is the difference between incentives and rewards and discuss the types of non financial rewards. (10)

Or

Q.2 Differentiate between intrinsic rewards and extrinsic rewards in context of individual and collective approach. (10)

Q.3 What is financial reward? Explain arguments against financial rewards. (10)

Or

Q.3 Explain in detail narrow graded structures, career family structure and job family structure. (10)

Q.4 Explain the concept of Living Wage, Minimum Wage and Fajr Wage with reference to Minimum Wages Act 1948 and also discuss the procedure for fixing and revising minimum wages as per the Act. (10)

Or

Q.4 Briefly explain the payment of gratuity act,1972. (10)

Q.5 Short Answer / MCQ (Any 10 out of 12) (10)

1. Basic compensation given to employees such as salaries or wages are called

- A. Base pay
- B. Variable pay
- C. Benefits
- D. Bonus

2. Providing equal pay for jobs of equal nature based on job evaluation ensures \_\_\_\_\_ in compensation administration.

- A. External equity
- B. Internal equity
- C. Neutrality
- D. None of the above

3. Managers never own complete responsibility for the all the decisions made by them since they are not the owner of the business is the assumption of

- A. equity theory
- B. labour market theory
- C. agency theory

4. When there are 10-12 pay grades in a pay structure, it is called
  - A. Narrow graded structure
  - B. Broad banded structure
  - C. Pay spine
  - D. Broad graded structure
5. Home country basis approach to calculate the compensation for expatriate also known as
  - A. Balance sheet approach
  - B. Going rate approach
  - C. Selected country approach
  - D. Hybrid approach
6. Procedure of using less and more broad pay grades than traditional system of compensation is classified as
  - A. salary banding
  - B. structure banding
  - C. broad banding
  - D. grade banding
7. Groups of employers who regularly exchange data on pay levels is
  - A. Pay clubs
  - B. Special surveys
  - C. Sector surveys
  - D. Management consultants
8. Pay ranges may be described in terms of their \_\_\_\_\_
  - A. Reference point
  - B. Span
  - C. Differentials
  - D. Overlap
9. What is the maximum wage period for the payment of wages?
  - A. 1 months
  - B. 40 days
  - C. 45 days
  - D. 60 days
10. For every completed year of service or part thereof in excess of six months, the employer shall pay gratuity to an employee at the rate of ----- days' wages based on the rate of wages last drawn by the employee concerned
  - A. 25 days
  - B. 15 days
  - C. 30 days
  - D. 7 days
11. What is the wage limit for employees to be covered under the Employee State Insurance Act as per the latest amendment
  - A. Rs. 15,000 per month
  - B. Rs. 18,000 per month
  - C. Rs. 20,000 per month
  - D. Rs. 25,000 per month
12. In order to qualify for sickness benefit, the insured worker is required to contribute for ----- days in a contribution period of 6 months.
  - A. 91 days
  - B. 75 days
  - C. 78 days
  - D. 60 days

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