

Dr. Babasaheb Ambedkar Open University, Ahmedabad

Term-End Examination : January-2026

Course Name : MBA

Subject Name : Compensation Management

Subject Code : MBA03EH308

Date : 06-03-2026

Time : 11:30AM TO 01:45PM

Max Marks : 70

Q.-1. Write answers to any one of the questions given below (in 1,200 words). (14)

- (1) What is Compensation management? Explain components of compensation management.
- (2) Explain various levels of performance with respect to rewards and recognition.

Q.-2. Answer the following question (Attempt any one) in about 1200 words. (14)

- (1) Define job evaluation and its objectives.
- (2) Write the meaning and objectives of compensation.

Q.-3. Answer the following question (Attempt any one) in about 1200 words. (14)

- (1) Explain usefulness of wage differentials.
- (2) What is team? Explain the importance and types of teams.

Q.-4. Write answers to any one of the questions given below (in 1,200 words). (14)

- (1) Explain advantages and disadvantages of tax planning.
- (2) Write a detailed note on Job analysis, Job Description and Job evaluation.

Q.-5. Write short notes on any three of the following topics. (9)

- (1) What is employee benefit.. Write the importance and concept of employee benefit.
- (2) Write a note on team based incentives.
- (3) Explain piece rate plans with its pros and cons.
- (4) Write the importance of wage differentials.
- (5) Fair and equitable compensation practices.

Q.-6. Choose the correct answer from the options given below (5)

(1) What is the primary purpose of employee benefits?

- A) To reduce employee workload
- B) To enforce company policies
- C) To increase employee turnover
- D) To enhance employee well-being and financial stability

(2) _____ is the systematic process of gathering, documenting, and analysing information about a particular job role within an organization.

- A) Job Evaluation
- B) Job Description
- C) Job Specification
- D) Job Analysis

(3) _____ job is the one, based on which pay, other jobs' pay is decided

- A) A strategic job
- B) A tactical job
- C) A benchmark job
- D) None of the above

(4) The objective of the compensation is not ____

- A) To obtain qualified personnel
- B) To retain current employees
- C) To ensure equity
- D) To dismiss the employee

(5) A statement containing details pertaining to a job is called _____

- A) Job analysis
- B) Job evaluation
- C) Job Specification
- D) Job description
