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**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY  
& MANAGEMENT STUDIES, BHUBANESWAR**

**Semester : 4<sup>th</sup> Sem. MBA**

**Batch : 2024-26**

**Subject : Compensation and Benefit Mgmt.**

**Subject Code : MBPC4005**

**Date : 09.02.2026**

**Class Test : I**

**Duration : 1 Hr.**

**Full Marks : 30**

**Section- A**

1. **Answer any four out of following questions.** [4 x 2 = 8]
- a) What is Compensation Management? [CO1]
  - b) Explain 3Ps concept of compensation. [CO1]
  - c) What is Wage Fund Theory? [CO1]
  - d) State the meaning of Deferred pay? [CO1]
  - e) What is PBR? [CO1]

**Section-B**

2. **Answer any two questions out of following** [2 x 6= 12]
- a) How Compensation Management plays a decisive role in employee retention? [CO2]
  - b) Discuss any three new trends related to compensation implemented in organisations? [CO2]
  - c) Explain different types of wages? [CO2]

**Section-C**

3. **Answer any one out of following questions.** [1 x 10= 10]
- a) Discuss the Compensation management process. [CO2]
  - b) Elaborate various dimensions of compensations an organization can offer to employees in exchange of their services? [CO2]

*All the Best*

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**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY  
& MANAGEMENT STUDIES, BHUBANESWAR**

**Semester : 4<sup>th</sup> Sem. MBA**  
**Batch : 2024-26**  
**Subject : Strategic HRM**  
**Subject Code : MBPC4006**

**Date : 10.02.2026**  
**Class Test : I**  
**Duration : 1 Hr.**  
**Full Marks : 30**

**Section- A**

1. **Answer any four out of following questions.** [4 x 2 = 8]
- a) What is Strategic HRM? [CO1]
  - b) Explain the importance of aligning of HR strategy with business? [CO2]
  - c) Give an example of Best Practice approach? [CO1]
  - d) What are the main characteristics of SHRM? [CO1]
  - e) What are the non- traditional Investment approaches in HR? [CO2]

**Section-B**

2. **Answer any two questions out of following.** [2 x 6= 12]
- a) Differentiate between SHRM and traditional HRM. [CO2]
  - b) Elaborate the concept of Best Fit Approach with suitable examples from various sectors? [CO3]
  - c) How is competitive advantage in HRM important? [CO2]

**Section-C**

3. **Answer any one out of following questions.** [1 x 10= 10]
- a) Discussed how investment in Training & Development brings Strategic advantage to the Organization ? [CO3]
  - b) Explain the different approaches to SHRM with suitable examples. [CO3]

*All the Best*