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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 : 08.04.2026**

**Class Test : II**

**Duration : 1 Hr.**

**Full Marks : 30**

**Section-A**

1. **Answer any four out of following questions.** [4 x 2 = 8]
- a) What is the significance of Intrinsic incentives ? [CO1]
  - b) Explain the difference between salary and wages. [CO1]
  - c) What is EPF? [CO1]
  - d) Highlight the reasons of Wage differentials ? [CO1]
  - e) Explain Socio-economic objectives of wage administration ? [CO1]

**Section-B**

2. **Answer any two questions out of following** [2 x 6= 12]
- a) How Job- evaluation plays a decisive role in wage and salary fixation?[CO3]
  - b) Discuss the significance of wage policies? [CO3]
  - c) Explain different types of Executive Incentives? [CO3]

**Section-C**

3. **Answer any one out of following questions.** [1 x 10= 10]
- a) Discuss various Statutory benefits for employees. [CO2]
  - b) Elaborate various types of wages and incentives an organization can offer to employees in exchange of their services? [CO2]

*All the Best*

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& MANAGEMENT STUDIES, BHUBANESWAR**

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

**Date : 07.04.2026**  
**Class Test : II**  
**Duration : 1 Hr.**  
**Full Marks : 30**

**Section- A**

1. **Answer any four out of following questions.** [4 x 2 = 8]
- a) Explain Universalistic theory of SHRM? [CO1]
  - b) What are the competencies of Global Management? [CO1]
  - c) Write down the strategic HR Policies? [CO1]
  - d) Define strategic performance management system? [CO1]
  - e) Explain high performance works practices? [CO1]

**Section-B**

2. **Answer any two questions out of following.** [2 x 6= 12]
- a) To get global competitive advantage we may need global competitive managers. Do you agree? Elaborate. [CO3]
  - b) Distinguish between Expatriation & Repatriation? [CO2]
  - c) Discuss Strategic issues in international assignments? [CO2]

**Section-C**

3. **Answer any one out of following questions.** [1 x 10= 10]
- a) High Performance Practices are essential to develop competitive advantages. Explain. [CO3]
  - b) How the strategy will help for a better utilization of Human Resource in an organization. Explain. [CO3]

*All the Best*