

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306

**POST GRADUATE DIPLOMA IN MANAGEMENT (2023-25)  
MID TERM QUIZ EXAMINATION (TERM -III)**

Subject Name: **Compensation Benefits and Reward Management**  
Sub. Code: **PGH32**

Time: **01.00 hrs**  
Max Marks: **20**

**Note:**

**1. Writing anything except Roll Number on question paper will be deemed as an act of indulging in unfair means and action shall be taken as per rules.**

**2. All questions are compulsory.**

**SECTION - A**

**05\*01 = 05 Marks**

**Q. 1:** Define and explain the following as mentioned in Code on Wages and Code on Social Security:

- (A). Wages
- (B). Employee
- (C). Employer
- (D). Platform Worker
- (E). Floor Wage

**SECTION - B**

**05×02 = 10 Marks**

**Q. 2:** Answer the below questions in brief:

- (A) Write a short note on the residual claimant theory of wages.
- (B): Differentiate between CTC, Gross Salary and NTH?
- (C): Enumerate various types of indirect compensation.
- (D): Imagine you're an HR manager tasked with designing a compensation package for a sales team. How would you apply Vroom's Expectancy Theory to ensure that the compensation structure motivates the sales team effectively?
- (E): List some common factors that organizations consider when determining employee compensation.

**SECTION - C**

**01\*05 = 05 Marks**

**Q. 3.** What do you understand by Maternity Benefits? Discuss important provisions of the Act for Maternity Benefit concerning leaves, work-from-home option, adoptive and commissioning mothers, creche facility, maximum period of maternity benefit, nursing breaks, wages etc?

Question Number	Cos	Marks Allocated	Bloom's Taxonomy Level
Q. 1:	CO2	5marks	L1
Q. 2:	CO1	10 marks	L2, L3, L4
Q. 3:	CO4	5 marks	L2