

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

POST GRADUATE DIPLOMA IN MANAGEMENT (2025-27)
MID TERM EXAMINATION (TERM -III)

 Subject Name: **Compensation Benefits and Reward Management**

 Time: **01.00 hrs**

 Sub. Code: **PGH32**

 Max Marks: **20**
Note: All questions are compulsory. Read the case and answer the questions
Kindly write the all the course outcomes as per your TLEP in the box given below:
CO1- Explain the fundamental concepts, objectives, dimensions, and components of compensation, along with wage theories and strategic perspectives (L1, L2)

CO6- Critically assess the legal frameworks governing compensation, including wage laws, social security provisions, and ethical considerations in compensation management.L5)

Q1. Read the caselet and answer the question
Caselet:

In 2026, Zomato faced growing dissatisfaction among delivery partners who felt that despite increased effort, rising fuel costs, and longer delivery distances, their earnings had not improved proportionately, while complex incentive structures made income unpredictable; although the company maintained that its pay model was competitive and performance-driven, many riders believed that additional effort did not consistently translate into higher rewards, raising concerns about fairness, motivation, and the sustainability of the gig-based compensation system.

Discussion Questions: Apply various wage theories to examine the dissatisfaction among workers in the given scenario. Provide reasons for each. **CO1**

Q2. Critically examine the key provisions of the Code on Wages, 2019 with respect to minimum wages, floor wage, payment of wages, and bonus. How does the Code aim to bring uniformity and transparency in wage regulation across different sectors in India? **CO6**

Kindly fill the total marks allocated to each CO's in the table below:

COs	Blooms Taxonomy Levels	Marks Allocated
CO1	L2	10 Marks
CO6	L5	10 Marks

Blooms Taxonomy Levels given below for your ready reference:
L1= Remembering
L2= Understanding
L3= Apply
L4= Analyze
L5= Evaluate
L6= Create