

MS-27

**Management Programme (MP) /
Post Graduate Diploma in Human Resource Management (PGDHRM)**

**ASSIGNMENT
For
July 2026 and January 2027 Semesters**

MS-27: WAGE AND SALARY ADMINISTRATION

**(Last date of submission for July 2026 Semester is 31st October 2026
and for January 2027 Semester is 30th April 2027)**



**School of Management Studies
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI – 110 068**

ASSIGNMENT

Course Code	:	MS-27
Course Title	:	Wage and Salary Administration
Assignment Code	:	MS-27/TMA/JULY/2026
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the Coordinator of your study centre. Last date of submission for July 2026 Semester is 31st October 2026 and for January 2027 Semester is 30th April 2027.

- Q1. Define compensation and rewards management. Discuss its objectives, components, and significance in enhancing employee motivation and organisational effectiveness.
- Q2. Examine the role of wage policies and labour legislation in wage determination. How do legal and economic factors influence compensation decisions in organisations?
- Q3. Discuss the concept of job evaluation and wage surveys. Explain how these techniques help organisations establish internal and external equity in compensation systems.
- Q4. Critically evaluate the various incentive plans and reward systems used for employees. How do financial and non-financial rewards contribute to employee performance and retention?
- Q5. Explain the principles and practices of compensation administration. Discuss the challenges involved in designing a fair, competitive, and tax-efficient compensation system.