

**Directorate of Online Education**

**INTERNAL ASSIGNMENT SET-II**

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| **SESSION** | **FEB/MAR 2021** |
| **PROGRAMME** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **I** |
| **COURSE CODE & NAME** | **DMBA106 – HUMAN RESOURCE MANAGEMENT** |
| **CREDITS** | **4** |
| **NUMBER OF ASSIGNMENTS,**  **CREDITS & MARKS** | **02**  **4 Credits, 30 Marks each** |

**Question 1 Explain the term ‘Job Evaluation’. Explain the advantages and limitations of Job Evaluation.**

**Answer-** Job evaluation is a systematic process of analysing and evaluating jobs to determine the relative worth of jobs in an organisation. Job evaluation is the evaluation or rating of jobs to determine their position in the job hierarchy. The evaluation may be achieved through assignment of points or use of some other systematic method for essential job requirements such

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**Question 2 Explain the theories of wage determination.**

**Answer-** The word 'salary' is defined in the Oxford Dictionary as ‘fixed periodical payment to a person doing other than manual or mechanical work.’ The payment towards manual or mechanical work is referred to as *wages*. The word *pay* refers to the payment for services done which would include salary as well as wages.

Wages are commonly understood as price of labour. In ordinary parlance, any remuneration paid

**Question 3 Define ‘Job Analysis’. Elaborate the process of job analysis.**

**Answer-** Job analysis is the process of determining and recording all the pertinent information about a specific job, including the tasks involved, the knowledge and skill set required to perform the job, the responsibilities attached to the job and abilities required to perform the job