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**PRESIDENCY UNIVERSITY**

**Bengaluru**

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| **Ph.D. Course Work End Term Examinations – JAN-FEB 2025** |
| **Date:** 30 – 01- 2025 **Time:** 09:30 am – 12:30 pm |

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| **School:** SOC | **Program**: Ph.D. | |
| **Course Code:** COM838 | **Course Name:** Employee Engagement and Honorarium | |
| **Semester**: | **Max Marks**: 100 | **Weightage**: 50% |

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| --- | --- | --- | --- | --- | --- |
| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **20** | **20** | **30** | **30** |  |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Answer ALL the Questions. Each question carries 10 marks. 6Q x 10M=60Marks** | | | | |
| **1** | Define employee engagement and discuss its significance for improving organizational performance. | **10 Marks** | **L1** | **CO1** |
| **2** | Identify the factors influencing employee engagement and explain how organizations can measure and assess it. | **10 Marks** | **L2** | **CO1** |
| **3** | Explain the concept of honorariums as a recognition tool and discuss their types and purposes. | **10 Marks** | **L1** | **CO2** |
| **4** | Discuss the legal and ethical considerations involved in providing honorariums in organizations. | **10 Marks** | **L2** | **CO2** |
| **5** | Analyze a real-world example of a successful employee engagement initiative, highlighting its outcomes. | **10 Marks** | **L1** | **CO3** |
| **6** | Comment on the future trends in employee engagement and recognition programs, and discuss how these trends can shape organizational practices in the coming years | **10 Marks** | **L2** | **CO4** |

**Part B**

**Answer the Questions. Each question carries 20 marks 2Q x 20 = 40 Marks**

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| --- | --- | --- | --- | --- |
| **7.** | Demonstrate the impact of honorariums on employee performance and job satisfaction. Provide support instances from your experience. | **20 Marks** | **L2** | **CO4** |
| **8.** | Critically evaluate the role of honorariums in enhancing employee motivation and morale. Support your answer with relevant examples. | **20 Marks** | **L2** | **CO4** |

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