

**M.B.A. (GEN.) SEM-IV / M.B.A.(HR) SEM-IV (2016 Course) CBCS :**  
**SUMMER - 2019**  
**SUBJECT: PERSONNEL COST & COMPENSATION MANAGEMENT**  
**(HUMAN RESOURCE MANAGEMENT)**

Day: Tuesday  
Date: 14/05/2019

Time: 10.00 AM TO 01.00 PM  
Max Marks. 60

S-2019-2222

**N.B.**

- 1) Attempt any **THREE** questions from Section – I and any **TWO** questions from Section – **II**.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answers to both sections should be written in *SAME* answer books.

**SECTION – I**

- Q.1** Discuss in detail the roles and responsibilities of a Compensation and Benefit Manager. **(10)**
- Q.2** Describe various Components of Employee Compensation in detail. **(10)**
- Q.3** Explain the advantages and disadvantages of Performance Based Pay. **(10)**
- Q.4** State with example ‘Ranking Method’ of Job Evaluation and highlight its merits and demerits. **(10)**
- Q.5** Write short notes on any **TWO** of the following: **(10)**
- a) Pay Grades
  - b) Labour Market
  - c) External Equity

**SECTION - II**

- Q.6** As the Compensation and Benefit Manager of a manufacturing organization, design a Tax-friendly pay package for its employees. **(15)**
- Q.7** ‘Arrival of foreign multinational companies in India has a strong influence on how Indian organizations handle remuneration of their senior executives’. Comment. **(15)**
- Q.8** Calculate Income Tax of an individual from the details mentioned below. **(15)**  
Make your own assumptions, if required:
- Age : 55 years
  - Residence : Pune
  - Work Place : Mumbai
  - Gross Income : Rs. 1,00,000 per month
  - Basic : Rs. 35,000 per month
  - House Rent Allowance : Rs. 20,000 per month
  - LIC Premium : Rs. 15,000 per month
  - Interest on House Loan : Rs. 2,00,000 per annum
  - Actual Rent paid : Rs 15,000 per month

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