

**M.B.A. (GEN.) / M.B.A. (HR) / M.B.A. (IT) / Semester - III (2012
COURSE)(CHOICE BASED CREDIT SYSTEM) / M.B.A. (FM)
Semester - III (2013 (CHOICE BASED CREDIT SYSTEM) :
SUMMER - 2019**

**SUBJECT : ELECTIVE : IV: PERSONNEL COST AND COMPENSATION
MANAGEMENT (HRM)**

Day: Friday
Date: 24/05/2019

Time: 10.00 AM TO 01.00 PM
Max, Marks: 100

S-2019-2269

N.B.

- 1) Attempt any **FOUR QUESTIONS** from section – I and any **TWO QUESTIONS** from section – II.
- 2) Answer to both the sections should be written in **SAME** Answer book.
- 3) Figures to the right indicate **FULL** marks

SECTION - I

- Q.1** Illustrate with examples as to why executive remuneration has become a matter of concern for Corporate Governance across globe? **(15)**
- Q.2** What is Time Keeping and Time booking? How to reduce idle time? **(15)**
- Q.3** Briefly discuss the importance and scope of compensation management in the present organizations. **(15)**
- Q.4** What is job evaluation? Explain Classification Method and Point Rating Method of Job evaluation. **(15)**
- Q.5** Write short note any **TWO** **(15)**
- a) Wage surveys
 - b) Competency based pay
 - c) Job description
 - d) ESOP

SECTION - II

- Q.6** Magnam Steel is a manufacturing unit employed 200 workmen in the year 2017. In the last year 24 workers left the organization and no one is recruited during the year. Calculate labour turnover for the said year **(20)**
- Q.7** If the next wage settlement with the union is on 11th May 2018 plan your strategies to adhere to this date. **(20)**
- Q.8** Ms. Anuroop Patil is a salaried employee with annual income of Rs. 8,00,000. During the said year she paid LIC premium of Rs. 60,000/- towards her insurance policy; she also spent Rs. 40,000 on medical treatment of her disabled son. Calculate Ms. Patil's Income Tax liability for the AY- 2016-17 **(20)**

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