

S.D.E.
M.B.A. (E) Sem-IV (2 Year Course) : SUMMER - 2019
SUBJECT: ELECTIVE-III: d) COMPENSATION &
BENEFITS MANAGEMENT (HRM)

Day: Wednesday
Date: 15/05/2019

S-2019-5225

Time: 02.00 PM TO 05.00 PM
Max Marks: 70

N.B:

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

SECTION-I

- Q.1** Highlight importance, scope and benefits of compensation management, cite appropriate examples. (10)
- Q.2** What is idle time? What causes idle time? What precautions need to be taken to reduce idle time? (10)
- Q.3** What is attrition? What costs are involved of a high attrition in your organization? (10)
- Q.4** When and how incentive schemes are to be introduced in an organization? What are the factors to be taken care of for success of incentive schemes? (10)
- Q.5** Write short note on **ANY TWO**: (10)
- a) Time keeping
 - b) Pay Models
 - c) Compensation Committee

SECTION-II

- Q.6** Prepare an illustrative note on what is job evaluation and why it must be done in every organization? (15)
- Q.7** What is cost to company? Cite two examples on pay package for a manager and a supervisor giving constituents of pay package and state various items on which CTC is calculated? (15)
- Q.8** What is fringe benefit? Give few examples (imagine details) on eligibility, quantum of two fringe benefits you intend to introduce in your organization. (15)

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