

S.D.E.
M.B.A. Sem-III (2013 Course) : SUMMER - 2019
SUBJECT: ELECTIVE – III: PERSONNEL COST & COMPENSATION
MANAGEMENT (HUMAN RESOURCE MANAGEMENT)

Day: Wednesday
Date: 22/05/2019

S-2019-5045

Time: 10.00 AM TO 1.00 PM
Max. Marks: 70

N.B.:

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

SECTION-I

- Q.1** Why off late Compensation Management has assumed importance? Also state various factors that are to be considered in arriving at compensation and benefit decisions. (10)
- Q.2** State the importance of fringe benefits with suitable examples. (10)
- Q.3** Define 'Job Evaluation' and explain factor comparison method of Job Evaluation. (10)
- Q.4** What is competency based pay? Explain its advantages with examples. (10)
- Q.5** What is covered under of Idle Time and explain how it can be reduced? (10)
- Q.6** Write short notes on Any **TWO**: (10)
- a) Fringe Benefit Tax
 - b) Pay for performance
 - c) Labour Turnover

SECTION-II

- Q.7** Prepare a compensation package for a newly selected young production manager aged 28, unmarried, costing CTC not more than Rs. 2 lakhs per month. While making the compensation package ensures that the said manager shall be in a position to save in his income tax deduction and have maximum take home pay so that he can plan for a good flat as well as have an adequate insurance cover for his life. (15)
- Q.8** Corporate Governance is applicable to your company. As a HR head, prepare a note addressed to your Board of Directors stating the necessity for appointment of a Compensation Committee as well as elaborate the said committees functions and responsibilities. (15)
- Q.9** A Company intends to have a medium size production unit for producing Mobile Phones. It intends to employ 400 employees. Prepare an explanatory note as to how you will decide the minimum and maximum wage applicable to the employees and how many pay scales or grades you will fix explaining who would be covered in each such a pay scale or grade? (15)