

(Gen)
M.B.A. SEM-IV / M.B.A.(HR) SEM-IV (2016 COURSE) CBCS :
SUMMER - 2018

SUBJECT: HUMAN RESOURCE MANAGEMENT:
PERSONNEL COST AND COMPENSATION MANAGEMENT

Day : Saturday
Date : 19/05/2018

S-2018-1848

Time : 02.00 PM TO 05.00 PM
Max. Marks: 60.

N.B.:

- 1) Attempt any **THREE** questions from Section-I and any **TWO** questions from Section-II.
- 2) Both the sections should be written in **SEPARATE** answer books.
- 3) Figures to the **RIGHT** indicate full marks.

SECTION-I

- Q.1** Explain the internal and external factors considered while deciding compensation? (10)
- Q.2** "Job evaluation does not actually price jobs." Discuss. (10)
- Q.3** What are the major differences between Performance Based Pay and Competency Based Pay with regards to Executive Compensation system? (10)
- Q.4** Enumerate and explain various methods of Job Evaluation. (10)
- Q.5** Write short on any **TWO** of the following: (10)
- a) EVA
 - b) Wage Determination
 - c) Pay Grades
 - d) Labour Market

SECTION-II

- Q.6** Arrival of Multinational companies into India has a strong influence on remuneration to executives in Indian organizations. Substantiate. (15)
- Q.7** Design a tax-friendly salary package for the managerial level employees of a service organization. (15)
- Q.8** From the below given details calculate the Income Tax Payable by the individual concerned. Make assumptions where required: (15)
- Name and Age: Parag Talawlikar (37 Years)
 - Residence: Pune
 - Gross Income: Rs. 100,000 PM
 - Basic: Rs. 35,000 PM
 - DA: Rs. 20,000 PM
 - HRA: Rs. 20,000 PM
 - PF Contribution: Rs. 5,000 PM
 - LIC Premium: Rs. 25,000 PM
 - Principal Repayment of House Loan: Rs. 1,50,000 PA
 - Medical Insurance Premium (includes parents): Rs. 15,000 PA
 - Interest on House Loan: Rs. 2,00,000 PA
 - Actual rent paid is Rs. 20,000 PM

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