

**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 - 2018**

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

10.00 AM TO 01.00 PM

Day: **Friday**
Date: **01/06/2018**

S-2018-1892

Time: 100
Max, Marks:

N.B.

- 1) Attempt any **FOUR QUESTIONS** from section – I and any **TWO QUESTIONS** from section – II.
- 2) Both the section should be written in the **SEPARATE** answer books.
- 3) Figures to the right indicate **FULL** marks

SECTION - I

- Q.1** What is job evaluation? Explain any two methods of job evaluation. **(15)**
- Q.2** Discuss in detail the concept and scope of compensation management. **(15)**
- Q.3** Define and discuss the importance of Time Keeping and Book Keeping. How both will benefit the organization? **(15)**
- Q.4** What are fringe benefits? Explain its underlining principles. What are different kinds of fringe benefits? **(15)**
- Q.5** Write short note any **TWO** **(15)**
- a) Idle time
 - b) Competency based pay
 - c) Types of wage incentives plans
 - d) Methods to determine Bonus

SECTION - II

- Q.6** Mr. Pradeep Sharma is 45 years old, he is earning Rs. 9,00,000/- annually. He has brought ELSS Mutual Fund of Rs. 30,000/- and has also paid LIC premium of Rs. 40,000/- towards his insurance policy. He spent Rs. 20,000/- for his mother's medical expenditure. Calculate Income Tax liability for Mr. Pradeep for the AY 2013-14. **(20)**
- Q.7** As an HR Manager suggest suitable measures you would like to introduce to reduce MMP Engineering's manpower from 800 to 500 during the course of next two years, assume necessary details. **(20)**
- Q.8** M/s Galaxy Iron Works has employed 500 workers for the year 2017. During the year 70 workers left the organization. Calculate labour turnover rate for the year 2017 no one was recruited in 2017. **(20)**

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