

**S.D.E.**

**M.B.A. (E) SEM-IV (2 YEAR COURSE) : SUMMER - 2018**

**SUBJECT: ELECTIVE-III: d) COMPENSATION &  
BENEFITS MANAGEMENT (HRM)**

Day: **Saturday**  
Date: **02/06/2018**

**S-2018-4588**

Time: **02.00 P.M. TO 05.00 P.M.**  
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 **SEPARATE** answer books.

**SECTION-I**

- Q.1** What is the procedure for appointment of a compensation committee and also include therein the scope and responsibility of this committee. **(10)**
- Q.2** What remedies to be adopted for reducing present large attrition rate at 18%? **(10)**
- Q.3** What is Job Evaluation? How it helps in adopting fresh pay systems? **(10)**
- Q.4** What is performance appraisal how it helps an organization to excel? **(10)**
- Q.5** Write short note on **ANY TWO**: **(10)**
- a) Merit Rating
  - b) Time Booking
  - c) Deputation Allowance

**SECTION-II**

- Q.6** Your IT organization intends to depute its personnel in India to its various units abroad- prepare a note addressed to intended employees for deputation on how such an allowance will be calculated and fixed for present team leaders to be deputed as managers abroad. **(15)**
- Q.7** Your organization intends to adopt reward management policy. Prepare a note addressed to your CEO stating what reward management is and what various schemes you would recommend? **(15)**
- Q.8** Prepare an exhaustive note on your organization's "Merit Rating" policy and cite appropriate examples on at least two such schemes (imagine the details). **(15)**

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