

S.D.E.

M.B.A. SEM-III (2013 COURSE) : SUMMER - 2018

**SUBJECT : ELECTIVE – III : PERSONNEL COST & COMPENSATION MANAGEMENT
(HRM)**

Day : **Tuesday**
Date : **26/06/2018**

S-2018-4408

Time : **10.00 A.M. TO 1.00 P.M.**
Max. Marks : 70

N.B.:

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

- Q.1** Comment on various factors affecting compensation and benefits decisions of a firm with the help of suitable examples. [10]
- Q.2** Discuss the components of Compensation package which are normally considered in Indian Organization. [10]
- Q.3** Elaborate on Factor Comparison Method as a method of Job Evaluation. [10]
- Q.4** Explain in detail Internal and External Equity with regards to Compensation Management. [10]
- Q.5** Write a detailed note on 'Flexi Time' and its working and implementation. [10]
- Q.6** Write short notes on **ANY TWO** of the following: [10]
- a) Pay Grades
 - b) Dearness Allowances
 - c) Corporate Governance

SECTION – II

- Q.7** As an HR Manager of a mid-size Software Firm, how will you go about framing the Compensation and Benefit Management Policy of the organization? Make your own assumptions. [15]
- Q.8** List down different fringe benefits offered by manufacturing sector organizations to its employees. [15]
- Q.9** When your organization is facing very high labour turnover, as the HR Officer, what suggestions you can put forward to management to reduce it? [15]

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