

S.D.E.

M.B.A. (E) Sem-IV (2 Year Course) : WINTER - 2018

**SUBJECT : ELECTIVE – III : COMPENSATION & BENEFITS MANAGEMENT
(HUMAN RESOURCE MANAGEMENT)**

Day : Thursday
Date : 06/12/2018

W-2018-4764

Time 02.00 PM TO 05.00 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) Answer to both the sections should be written in **SAPARATE** answer book.

SECTION – I

- Q.1** Enumerate various factors affecting compensation and benefits decision of an organization. (10)
- Q.2** Why employees leave their job? What are the remedies available to employers to overcome attrition? (10)
- Q.3** Discuss in detail various types of incentives with the help of suitable examples. (10)
- Q.4** Write a detailed note on 'HR Accounting'. (10)
- Q.5** Write short note on any **TWO**: (10)
- a) Corporate Governance
 - b) Treatment of HR in Balance Sheet
 - c) Time Booking

SECTION – II

- Q.6** As the HR Manager of an engineering firm, suggest your management on how to link salary of supervisory level employees with their performance. (15)
- Q.7** Discuss in detail various components which need to be taken into consideration while designing payment of ex-patriots. (15)
- Q.8** What is meant by Flextime? As the HR head of a mid size auto-component firm, how will you go ahead about implementing flextime in your organization? (15)

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