

S.D.E.

M.B.A. Sem-III (2013 Course) : WINTER - 2018

SUBJECT: ELECTIVE – III: PERSONNEL COST & COMPENSATION  
MANAGEMENT (HUMAN RESOURCE MANAGEMENT)

Day: Thursday  
Date: 13/12/2018

W-2018-4577

Time: 10.00 AM TO 1.00 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) Answers to both the sections should be written in SEPARATE answer book.

**SECTION-I**

- Q.1** 'Compensation and Benefit Management Policies affect retention rate of employees in organization'. Critically analyze this statement. (10)
- Q.2** State the importance of various fringe benefits with suitable examples. (10)
- Q.3** Explain with examples different kinds of wage incentive plans and state its advantages and limitations if any. (10)
- Q.4** What is performance based pay? State its importance for an IT company having onshore and offshore establishments. (10)
- Q.5** Explain the differences between Time Keeping and Time Booking with appropriate examples. (10)
- Q.6** Write short note on Any **TWO**: (10)
- a) Current rates of Income Tax on Salary
  - b) Executive Remuneration
  - c) Wage surveys

**SECTION-II**

- Q.7** Your company's newly appointed C.E.O. visited its main factory and observed that number of machines as well as number of employees were idle for want of work. He has directed you as HR Head to ensure that no machine and no employee shall remain idle Prepare a note to all middle level management personnel highlighting, what is idle time and how it can be avoided? (15)
- Q.8** Your engineering concern has received orders, beyond its expectations. The production department in its survey has found that production can be increased without any addition of machinery provided workmen are motivated to produce more. Prepare an elaborate incentive plan for shop level workers operating machine, so that the orders are fully completed. (15)
- Q.9** Your IT unit is facing high attrition rate. In an one to one meeting with the CEO, some employees stated to have something extra than their regular emoluments to encourage employees to be retained. As a head of personnel department, prepare a note, to be addressed, to your C.E.O. explaining what is ESOP and if ESOP is introduced and implemented, how then the rate of attrition will reduce? (15)