

**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) : WINTER - 2017**

**SUBJECT: ELECTIVE – IV: PERSONNEL COST AND COMPENSATION
MANAGEMENT
(Human Resource Management)**

Day: **Friday**
Date: **15/12/2017**

W-2017-1776

Time: **10.00 AM TO 01.00 PM**
Max. Marks: **100**

N.B.;

- 1) Attempt **ANY FOUR** questions from Section – I. Each question carries **15** marks.
 - 2) Attempt **ANY TWO** questions from Section – II. Each question carries **20** marks.
- Answer to both the **SECTION** should be written in **SEPARATE** answer books. —

- Q.1** What is compensation and benefits management? What is its importance? What are the factors affecting compensation and benefits decision?
- Q.2** What is job evaluation? Explain any two methods of job evaluation.
- Q.3** Explain the concept of time keeping and time booking. How to treat idle time?
- Q.4** What is fringe benefit? Explain its underlying principles. Explain different kinds of fringe benefits.
- Q.5** Explain any three (03) wage incentive plans.
- Q.6** Write short notes on **any THREE** of the following:
- a) Cost to the Company (CTC)
 - b) Flexi time
 - c) Wage Surveys
 - d) Dearness Allowance

SECTION - II

- Q.7** Mrs. Sarala aged 65 years gets Rs. 4,50,000 as her pension. She has declared her investments in LIC and Public Provident Fund totaling to Rs. 1,50,000. Calculate her taxable income for the Assessment year 2015-16.
- Q.8** 'Star Automobiles' is a car manufacturing company employing 1000 workers for the year 2013. During the year 150 workers left the organization. Calculate labor turnover rate for the year.
- Q.9** Mr. Suhas Patil is 40 years old and earning Rs. 9,50,000/- annually. He has also paid a LIC premium of Rs. 90,000 towards insurance policy. He spent Rs. 40,000/- for his son's higher education loan. Calculate tax liability of Mr. Patil for the Assessment Year 2015-16.

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