

S.D.E.

M.B.A. (E) SEM-IV (2 YEAR COURSE) : **WINTER - 2017**

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

Day: **Thursday**
Date: **21/12/2017**

W-2017-4397

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** “Critically analyze the statement “compensation and benefits management is a HR vital function”. (10)
- Q.2** What factors affect the decision of an organization on its compensation and benefits management? (10)
- Q.3** Differentiate between Time Booking and Time Keeping cite appropriate examples. (10)
- Q.4** What is attrition? What are the factors which increase attrition? (10)
- Q.5** Write short note on **ANY TWO** : (10)
- a) Idle time
 - b) Pay Models
 - c) Compensation Committee

SECTION-II

- Q.6** Prepare a note addressed to HR Managers in charge of your various factories in India on accounting of HR and its treatment in the organization’s Balance Sheet. (15)
- Q.7** Due to change in United States of America’s policies, prepare a note to CEO of your large scale IT organization on your proposed strategy on designing payment policies for Ex-Patriots. (15)
- Q.8** Your FMCG organization intends to adopt salary/wage payments by e- transfer. Prepare a notice for information of your employees on procedure, advantages of e-payments. (15)

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