

S.D.E.

M.B.A. SEM-IV (2010 COURSE)(3 YEAR COURSE) :

WINTER - 2017

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

Day : **Thursday**

Date : **21/12/2017**

W-2017-4287

Time: **02.00 P.M. TO 05.00 P.M.**

Max. Marks: 70

N. B. ;

- 1) Attempt **ANY FOUR** questions from section – **I** and attempt **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 books.
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SECTION - I

- Q. 1** Explain the concept of compensation and benefits management and factors affecting compensation and benefits management. **(10)**
- Q. 2** Examine the concept of 'Flexitime' and its implications in the modern day organization. **(10)**
- Q. 3** Discuss the impact of attrition in the organizations and enumerate the reasons for attrition. **(10)**
- Q. 4** Describe different types of incentives and methods of designing incentives. **(10)**
- Q. 5** Write short notes on **ANY TWO** of the following: **(10)**
- a) Pay Models
 - b) Cost To Company (CTC)
 - c) ESOP (Employee Stock Options)

SECTION - II

- Q. 6** Mrs. S. Rajan is drawing an annual salary of 8 lacs. She incurs an expense of Rs. 40,000/- for medical treatment per annum and Rs. 1.5 lacs towards house loan. Calculate the income tax Mrs. Rajan has to pay annually. **(15)**
- Q. 7** Prepare a performance oriented reward management system for your sales team who currently have no such system in place. **(15)**
- Q. 8** Design a suitable compensation package for supervisory level. **(15)**

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