

S.D.E.

M.B.A. SEM-III (2013 COURSE) : WINTER - 2017

**SUBJECT : ELECTIVE – III : PERSONNEL COST & COMPENSATION MANAGEMENT
(HRM)**

Day : **Friday**

Time : **10.00 A.M. TO 1.00 P.M.**

Date : **29/12/2017**

W-2017-4217

Max. Marks : 70

N.B.:

- 1) Attempt **ANY FOUR** questions from Section – I and **ANY TWO** questions from Section – II.
 - 2) Answers to both the sections should be written in the **SEPARATE** answer books.
 - 3) Figures to the right indicate **FULL** marks.
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SECTION – I

- Q.1** Define Compensation and Benefit Management. Explain the scope and importance of Compensation and Benefit Management in detail. **[10]**
- Q.2** Elaborate on different kinds of Fringe Benefits offered by Indian Organization. **[10]**
- Q.3** Discuss Point Rating Method as a tool for Job Evaluation. **[10]**
- Q.4** Compare and contrast ‘Pay for Performance’ and ‘Competency Based Pay’. **[10]**
- Q.5** Define ‘Idle Time’. Discuss different types of idle time and the ways to treat it. **[10]**
- Q.6** Write short notes on **ANY TWO** of the following: **[10]**
- a) Wage survey
 - b) Compensation Committee
 - c) ESOP

SECTION – II

- Q.7** As the HR Director of a large-size organization operation in Tourism Industry, which all factors will you consider while deciding compensation for managerial staffs and why? **[15]**
- Q.8** As an HR Consultant suggest a medium-size engineering firm operating in Pune on how to maintain internal and external equity in the organization. **[15]**
- Q.9** Write a detailed note on current rules of Income Tax for salaried individuals. **[15]**

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