

**CDOE**  
**MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE) (CBCS-2018 COURSE)**  
**M.B.A. (H.R.) Sem-IV : WINTER :- 2021**  
**SUBJECT: PAPER-III : PERSONNEL COST & COMPENSATION**  
**MANAGEMENT**

**Day : Wednesday**  
**Date 2/3/2022**

**W-19285-2021**

**Time : 02:00 PM-05:00 PM**  
**Max. Marks: 70**

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**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) Answer to both the sections should be written in **SAME** answer book.
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**SECTION – I**

- Q.1** Explain the factors affecting compensation and benefits decision in an organisation. **(10)**
- Q.2** Discuss any two wage incentive plan with its application. **(10)**
- Q.3** Elaborate on factor comparison method of job evaluation with its merits. **(10)**
- Q.4** Explain the concept of Labour Market with its characteristics. **(10)**
- Q.5** ‘Organisation Structure affects Compensation Policies.’ Comment. **(10)**
- Q.6** Write short note on **ANY TWO** of the following : **(10)**
- a) Implications of high labour turnover rate on organization
  - b) Pay for performance
  - c) Pay Grades

**SECTION – II**

- Q.7** As a Compensation Manager, write a letter explaining current rules of taxation of salaries to your employer. **(15)**
- Q.8** ‘Fringe Benefits will improve employee retention rate for organization.’ Justify the statement. **(15)**
- Q.9** ‘Competency based pay will motivate employees to learn new skills.’ Comment. **(15)**

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