

CDOE
MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE) (CBCS-2019 COURSE)
M.B.A. (H.R.) SEM - IV : WINTER :- 2021
SUBJECT: HRM : PAPER-III: PERSONNEL COST & COMPENSATION
MANAGEMENT

Day : Wednesday
Date 2/3/2022

W-22162-2021

Time : 02:00 PM-05:00 PM
Max. Marks: 60

N.B.

- 1) Attempt any **THREE** questions from Section – I and attempt any **TWO** questions from Section – II.
 - 2) Figures to the right indicate **FULL** marks.
 - 3) Answers to both sections should be written in **SAME** answer book.
-

SECTION – I

- Q.1** Explain the concept of compensation management in detail. **(10)**
- Q.2** Discuss the types of fringe benefits with suitable examples. **(10)**
- Q.3** Elaborate on stock options and stock purchase plans. **(10)**
- Q.4** What is Job Evaluation? Explain ranking method of Job Evaluation. **(10)**
- Q.5** Write short notes on any **TWO** of the following: **(10)**
- a) Role of Compensation Manager
 - b) Implications of high Labour Turnover Rate.
 - c) Concept of Labour Market

SECTION - II

- Q.6** Prepare a draft as a Compensation and Benefit Manager for your employees with an objective to explain current rules of taxation for salaried employees. **(15)**
- Q.7** As a Compensation Manager what factors you will consider while designing a tax friendly package for your employees. **(15)**
- Q.8** “Competency based pay will motivate best performers in organization”. **(15)**
Comment.

* * *