

**CDOE**  
**MASTER OF BUSINESS ADMINISTRATION (EXECUTIVE)**  
**M.B.A. (E) Sem-IV : WINTER :- 2021**  
**SUBJECT: COMPENSATION & BENEFITS MANAGEMENT**

**Day : Wednesday**  
**Date 16-02-2022**

**W-8090-2021**

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

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**N.B.**

- 1) Attempt any **FOUR** questions from Section – I. Each question carries 10 marks.
  - 2) Attempt any **TWO** questions from Section – II. Each question carries 15 marks.
  - 3) Answers to both the sections should be written in **SEPARATE** answer book.
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**SECTION – I**

- Q.1** What do you mean by compensation and benefits? What is its scope and importance in the present environment?
- Q.2** Define Idle Time. Explain how to reduce Idle Time booking on a shop floor of engineering unit.
- Q.3.** What is Job Evaluation? Discuss atleast two methods of Job Evaluation in detail.
- Q.4** What is Attrition? Describe with example causes associated with attrition.
- Q.5** Write short notes on any **TWO**:
- a) Pay models
  - b) Accounting of HR
  - c) Ex-patriates compensation

**SECTION – II**

- Q.6** Draft a compensation plan for middle management and supervisor staff for medium sized manufacturing organization engaged in production of automobile spare parts.
- Q.7** Your organization is facing very high level of attrition. As the HR manager of the organization, suggest to your management as how to overcome this situation? Make suitable assumptions, if needed.
- Q.8** Prepare in detail a Performance Appraisal System for a mid-sized IT organization having consistent growth in its income and profit after Taxes.

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