

CDOE
MASTER OF BUSINESS ADMINISTRATION (2013 COURSE)
M.B.A. Sem-III : WINTER :- 2021
SUBJECT: PERSONNEL COST & COMPENSATION MANAGEMENT

Day : Wednesday
Date 23-02-2022

W-9987-2021

Time : 10:00 AM-01:00 PM
Max. Marks: 70

N.B.:

- 1) Attempt **ANY THREE** questions from Section – I and attempt **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** What is Compensation? Outline various factors that affect Compensation and Benefit decision. [14]
- Q.2** Enumerate and discuss the different kinds of Fringe Benefits which are popular in modern era. [14]
- Q.3** Write a detailed note on the 'Hay Guide Chart Profile' method of Job Evaluation. [14]
- Q.4** Compare and contrast 'Pay for Performance' and 'Competency Based Pay' systems of compensation management. [14]
- Q.5** Write short notes on **ANY TWO** of the following: [14]
- a) Time Keeping
 - b) Idle Time
 - c) Time Booking

SECTION – II

- Q.6** What are the major current rules governing the taxation of salaries in India? [14]
- Q.7** Discuss the prevalent system of Wage Incentive in India. What is the importance of having a good wage incentive scheme? [14]
- Q.8** Bring out the differences between Executive Remuneration and wages of workers. [14]

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