

MASTER OF BUSINESS ADMINISTRATION (C.B.C.S.) (2016 COURSE)
M.B.A. Sem - IV : WINTER : 2021
SUBJECT: PERSONNEL COST & COMPENSATION MANAGEMENT

Day : Monday
Date : 31-01-2022

W-15467-2021

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.
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SECTION – I

- Q.1** Discuss the importance of Compensation Management in today's competitive world. (10)
- Q.2** Explain the components of compensation package with example. (10)
- Q.3** Discuss the relationship between compensation and organization structure. (10)
- Q.4** Define Job Evaluation and discuss classification method of Job Evaluation. (10)
- Q.5** Write short notes on any **TWO** of the following: (10)
- a) Causes of high labour turnover.
 - b) Objectives of National Wage Policy
 - c) Importance of Fringe Benefits

SECTION - II

- Q.6** Write a letter to your Chief Executive Officer about explaining the importance of implementing competency based pay in your company. (15)
- Q.7** As a Compensation Manager, what points you will cover while explaining current taxation rules to women employees of your organization. (15)
- Q.8** "Tax friendly package will create enthusiasm in employee community". Comment. (15)