

MASTER OF BUSINESS ADMINISTRATION (C.B.C.S.) (2016 COURSE)
M.B.A. Sem - IV :SUMMER- 2022
SUBJECT : PERSONNEL COST & COMPENSATION MANAGEMENT

Day : Friday
Date : 17-06-2022

S-15467-2022

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** Elaborate the scope of compensation management with example. (10)
- Q.2** Discuss the different kinds of wage incentives plans. (10)
- Q.3** “Wage determination is a one of the key element in rewarding employees” (10)
Justify the statement.
- Q.4** Define Job evaluation and explain any two methods of job Evaluation. (10)
- Q.5** Write short notes on any **TWO** of the following: (10)
- a) Role of Compensation Manager
 - b) Objectives of Fringe Benefits
 - c) Pay grades

SECTION - II

- Q.6** As a compensation Manager how you will design tax friendly package for your employees. (15)
- Q.7** As a consultant what steps you will suggest for Insurance Company to control high labour turnover rate in case of sales executive. (15)
(Make suitable assumptions)
- Q.8** “Fringe Benefits will build strong relationship between employer and employees”. Comment. (15)

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