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

Day : Saturday

Time : 02:00 PM-05:00 PM

Date : 17-12-2022

W-15467-2022

Max. Marks : 60

N.B.

- 1) Attempt **ANY ~~Three~~ Three** questions from Section – I and **ANY TWO** questions from Section – II.
 - 2) Figures to the **RIGHT** indicate **FULL** marks.
 - 3) Answer to both the sections should be written in **SAME** answer book.
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SECTION – I

- Q.1** Discuss the concept and importance of Compensation and Benefit Management. (10)
- Q.2** Explain the method of determining bonus in detail. (10)
- Q.3** Elaborate on classification method of Job evaluation with its demerits. (10)
- Q.4** ‘Wage survey plays crucial role in finalizing compensation structure of an organisation.’ Comment. (10)
- Q.5** What is labour turnover? Explain the causes of high labour turnover rate. (10)
- Q.6** Write short note on **ANY TWO** of the following : (10)
- a) Role of Compensation Manager
 - b) Pay for performance
 - c) Hay guide chart

SECTION – II

- Q.7** As a Compensation Manager, what steps will you take to design tax friendly package for employees. (15)
- Q.8** ‘Aligning compensation to organisational culture is the need of hour.’ Justify the statement. (15)
- Q.9** How will you implement competency based pay in your company? (Make suitable assumptions) (15)
