

VPM's
DR VN BRIMS, Thane
Programme: MMS (2015-17)
Second Semester (HR) Examination April 2016

Subject	Compensation and Benefits		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	25.04.2016

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

You are the HR manager of an IT firm.

1. Design a compensation package (CTC) for the team leader of your firm.
2. Prepare the Cafeteria plan for providing benefits to your employees.

Attempt Any FOUR from the Remaining SIX Questions

Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) What are the main objectives of compensation?
- b) What is meant by Fair Wages?
- c) "The HR manager must give consideration to the ethical issues in rewards and recognition." Do you agree with this statement? Justify.

Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) "Monkeys demand equal pay." Do you agree with this statement? Justify.
- b) "HRA is an important component of the employee's salary." Do you agree with this statement? Justify.
- c) As the HR manager would you offer compressed workweek for your employees? Why?

Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) "Many organizations these days have an orientation towards My pay...My way..." Do you agree with this statement? Justify.
- b) "A salaried employee should have the knowledge of income tax" Do you agree with this statement? Justify.
- c) "PF helps to secure the future of the employees." Do you agree with this statement? Justify.

Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) What are some of the popular trends of compensation in India?
- b) "The Payment of Gratuity Act 1972 is an important social security legislation in India." Do you agree with this statement? Justify.
- c) Discuss long service award as a Special Incentive Program.

Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) What are the provisions of the Employee Pension Scheme 1995?
- b) Discuss the importance of remuneration surveys.
- c) "Group incentive program has its own limitations." Do you agree with this statement? Justify.

Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) Write a short note on : ESOP
- b) You are the HR manager of an IT firm. Design non-monetary incentives for your employees.
- c) "Variable pay is based on performance." Do you agree with this statement? Justify.

