

VPM's  
DR VN BRIMS, Thane  
Programme: MMS (2013-15)  
Third Semester Examination October/November 2014

<b>MMS-III Subject</b>	<b>HR</b>	<b>Compensation &amp; Benefits (CB 03)</b>	
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	08.11.2014

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

**Q1) 20 Marks (Compulsory)**

Design a flexible pay structure for a candidate with a total cost to company of Rs.1, 800,000/- p.a. Explain which component would give tax benefit to the candidate.

**Attempt Any FOUR from the Remaining SIX Questions**

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

- Explain Executive Compensation. What are the factors affecting executive compensation.
- Explain Short Term Incentives, Mid Term Incentives and Long Term Incentives.
- What are the things you will consider while presenting Reward Review Proposal

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

- Mr. Sunil retired as Manager – Marketing from Radical Consultants Ltd. on 14<sup>th</sup> August, 2014. He joined the company as Sales Officer on 2<sup>nd</sup> January, 1986. The last salary drawn by Mr. Sunil was Rs.33, 000/-. Calculate the Gratuity amount and advice if the Gratuity will be taxed?
- What do you mean by Job Evaluation? What are the different methods of doing Job Evaluation?
- Write Short Notes on: (i) Hot skills program (ii) Wage Board

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

- What do you mean by Job Analysis? What are the different aspects of Job Analysis? Mention the different methodologies of Job Analysis.
- What do you mean by Total Rewards?
- Explain the term Minimum Wages in India. What is the procedure of fixing and revising minimum wages?

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

- Calculate bonus for an employee for the financial year 2013 – 14 with the help of following information.  
Date of Joining the company: 16<sup>th</sup> June, 2013.  
Basic + D.A.: Rs.6, 600/- p.m.  
The company declared 8.33% bonus for the above financial year.
- Write Short Notes on:(i) Job Pricing (ii) Compa Ratios
- Explain some problems related to minimum wages in India.

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

- a) Write Short Notes on: (i) Job Equivalence (ii) Reward Surveys
- b) Salient features of The Maternity Benefit Act, 1961
- c) Salient features of Employees' State Insurance Act, 1948

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

- a) Explain the terms, compensation, remuneration, benefits and perquisites.
- b) What do you mean by Broad Band Pay Plan?
- c) Employee Discounted Share Scheme.