

MMS-III (H.R.)

CB 03

03-11-2019

Roll No.

Compensation & Benefits

Total No. of Printed Pages : 1

Total No. of questions: 06

Maximum Marks: 60

Duration (hrs) : 3 hours

Note: Write any five questions
All questions carry equal marks

Q 1) Describe the philosophy of Compensation & Benefits Strategy and explain its objectives.

Q 2) What do you mean by Inflation & how WPI calculated in India? Why India is not using CPI for calculation of Inflation rate?

Q 3) what are the types & strategies of reward & how rewarding strategy can be articulated?

Q 4) What are salient features of PF, Bonus & Gratuity Act & explain their main provisions pertaining to coverage & eligibilities with examples.

Q 5) Calculate the income tax liability of Mr. XYX for his salary income of Rs. 11.44 Lakhs. He stays at Mumbai. His basic is Rs. 24000 p.m. He is getting Rs. 12000 p.m. as HRA in his salary. He is paying rent for accommodation @ Rs. 13000 p.m.

Q 6) Write short notes / Answer any 3 of the followings

1. Mr. LMN has joined your company at agreed CTC of 10.88 Lakhs as fixed salary. Please draw his CTC statement showing clear idea about his monthly / annual allowances.
2. Types of Variable Pay
3. ESOP as one of the tool of C & B Strategy
4. Pay Equity (Internal & external) & it's importance in reward management.

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