

Roll No. \_\_\_\_\_

Total No. of Printed Pages : 01

Total No. of questions: 05

Maximum Marks: 60

Duration (hrs): 3

Note: Read the instructions properly  
Answer only 4 (Four) questions  
All questions carry equal marks

- Q.No.1 Kindly Elaborate "Compensation practices are closely related to organizational Culture, Philosophies, Strategies & Objectives" Also discuss various types of compensation strategy.
- Q.No.2 Define the inflation. How inflation is calculated with help of WPI? Also discuss advantages and disadvantages of WPI & CPI. Why India is not using CPI?
- Q.No.3 Mr. Sameer is employee of Info Tech Ltd. at Mumbai. His CTC is Rs. 24 Lakhs (Basic Rs. 46000 p.m. & rent paid Rs. 22500 p.m.) He has invested Rs. 10,000 in NSC & 5,000 in PPF. What will be his Tax liability?
- Q.No.4 Explain how CTC Statement is prepared & what the elements of compensation are considered in it. Please draw the CTC Statement for Mr. Ashok Gambir who is drawing Rs. 18,50,000 salary p.a.
- Q.No.5 Write short notes on any 3 of the followings –
- ESOP is a 1 of the tool of Reward Strategy
  - Expectancy Theory, Pay Equity & Pay Secrecy
  - Provisions of the Bonus & Gratuity Act stating its coverage, applicability, calculations and various definitions.
  - Base Pay & Variable Pay and their importance in Compensation program