

CB 03

23/10/2012

MMS-III
(H.R.)

MMJ(HR)

Compensation & Benefits.

Roll No.:

Total No. of Printed Pages: 1

Total No. of Questions : 6

Maximum Marks: 60

Duration (hrs.): 3 hours

Note:

Question nos. 1 and 6 are compulsory.

Attempt any three questions out of question nos. 2 to 5.

All questions are compulsory

Q.1 (15 Marks)

What do you mean by Total Rewards? Explain the terms, compensation, remuneration, benefits and perquisites.

Q.2 (10 Marks)

What do you mean by Job Evaluation. What are the different methods of doing Job Evaluation. Explain the Point Rating Method of Job Evaluation in detail.

Q.3 (10 Marks)

Design a flexible pay structure for a candidate with a total cost to company of Rs.1,100,000/- p.a.

Q.4 (10 Marks)

Explain the different types of Employee Stock Option Schemes? With reference to employee stock option schemes, what do you mean by "Grant Date", "Option Price", "Vesting Date" and "Exercise Period".

Q.5 (10 Marks)

Explain the term Minimum Wages in India. What is the procedure of fixing and revising minimum wages. Explain some problems related to minimum wages in India.

Q.6 (15 Marks)

Write Short Notes on:

- i. Job Pricing
- ii. Short term incentives with sample of sales and non-sales incentive
- iii. Hot skills program
- iv. Job Equivalence
- v. Compa Ratios

□ × × □