

VPM's
Programme: PGP (2014-15)
Second Semester Examination July 2015 (HR)

Subject	Compensation & Benefits		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages		Date	12-07-2015

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

Q1) 20 Marks (Compulsory)

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"?

Attempt Any FOUR from the Remaining SIX Questions

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

- (a) Short term incentives with sample of sales and non-sales incentive. (5 Marks)
- (b) Job Pricing and Job Equivalence. (5 Marks)
- (c) Compa Ratios. (5 Marks)

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

- (a) Design a flexible pay structure for a candidate with a total cost to company of Rs.1,800,000/- p.a. (5 Marks)
- (b) 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.(5 Marks)
- (c) Explain how would the compensation strategy change based on the organization life cycle. (5 Marks)

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

- (a) 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. (5 Marks)
- (b) Explain the terms, compensation, remuneration, benefits and perquisites. (5 Marks)
- (c) Hot skills program (5 Marks)

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

- (a) Discuss the compensation trends in India. What are the important factors you will consider while designing compensation structure for a company. (5 Marks)

(b) What do you mean by Job Analysis. What are the different aspects of Job Analysis. Mention the different methodologies of Job Analysis. (5 Marks)

(c) Explain Wage Board (5 Marks)

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

(a) Explain Executive Compensation. What are the factors affecting executive compensation. (5 Marks)

(b) Reward Surveys. (5 Marks)

(c) What do you mean by Total Rewards. (5 Marks)

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

(a) Mr XYZ retired as Production Manager from ABC Ltd. on 14th August, 2014. He joined the company as Trainee Engineer on 2nd January, 1986. The last salary drawn by Mr XYZ was Rs.25,000/-. Calculate the Gratuity amount and advice if the Gratuity will be taxed. (5 Marks)

(b) Calculate bonus for an employee for the financial year 2014 – 15 with the help of following information.
Date of Joining the company: 1st June, 2014.
Basic + D.A. : Rs.7,000/- p.m.
The company has declared 8.33% bonus for the above financial year. (5 Marks)

(c) What are the things you will consider while presenting Reward Review Proposal (5 Marks)