

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2016-18) (HR)**  
**Third Semester Examination September 2017**

<b>Subject</b>	<b>Compensation &amp; Benefits</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	<b>1</b>	<b>Date</b>	<b>28.10.2017</b>

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

**Q1) 20 Marks (Compulsory)**

**Read the case study carefully and answer the questions**

Please refer to following inputs and answer

Offer letter needs to be given to Mumbai based candidate and details are

- CTC 15 L
- Fixed to variable % is 90 to 10%
- Basic salary 35% of Fixed component
- LTA – Rs 50000
- Annual attendance bonus- Rs. 40000
- All monthly allowances as per IT Act
- Medclaim premium – Rs 30000
- Flexipay –Rs. 7000 pm
- DA is 20 % of Basic

**Questions**

- A. Calculate PF contribution per month 5 marks
- B. Calculate Gratuity contribution 5 marks
- C. Calculate Adhoc pay per month 5 marks
- D. Calculate per month gross salary with each component separately mentioned 5 marks

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

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

- A. Write short note on PF 5 marks
- B. Write short note on collective bargaining 5 marks
- C. List various types of unemployment 5 marks

**Q3) Any one from (a) or (b) ————— (5\*2) = 10 Marks**

- A. List short note on Gratuity 5 marks
- B. List short note on ESIC 5 marks
- C. Write note on Professional Tax(Maharashtra) and VPF 5 marks

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

- A. Write note on current income tax slabs for various age groups 5 marks
- B. Write note on LWF 5 marks
- C. Write note on factors that affect compensation 5 Marks

**Q5) Any one from (a) or (b) ————— (5X2) = 10 Marks**

- A. Write note on latest trends in compensation 5 marks
- B. Write about 5 SAP info types specifically related to Indian payroll 5 marks
- C. Write note on difference between perquisites & benefits 5 marks

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

- A. Write about 5 SAP info types related to general payroll 5 marks

- B. Write note on LTA 5  
marks
- C. Write note on different components of CTC 5  
marks

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

- A. Write note on gross salary v/s net salary 5  
marks
- B. Write a note on various types of moonlighting 5 marks
- C. Write a note on role of govt. in compensation & benefits 5 marks