Subject	Compensation & Benefits		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	2.11.2018

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 Chennai based candidate and details are

- CTC 18 L
- Variable component is 20 %
- Basic salary 30% of Fixed component
- LTA – Rs 40000
- Annual attendance bonus- Rs. 50000
- Zero accident bonbus – Rs. 20,000
- All monthly allowances as per IT Act
- Std deduction of 40000 /- applicable
- Mediclaim premium – Rs 25000
- Flexi pay –Rs. 10000 pm
- DA is 40 % 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 FIVE Questions
Q2) *Any two from (a) or (b) or (c) ——————— (5x2) = 10 Marks*
- **A.** According to you, how many types of employees are there? Explain with example.
- **B.** Discuss the characteristics of wage agreement.
- **C.** Why non monetary awards are more attractive than monetary rewards? Give examples.

Q3) *Any two from (a) or (b) or (c) ——————— (5*2) = 10 Marks*
- A.   Theories of executive compensation – any two. Explain the significance of these theories.

- B.   Bell shape curve and compensation benefit strategy for good performers and star performers. Bring out the differences between these.

- C. Bell shape curve and compensation benefit strategy for low performers and dead woods

Q4) *Any two from (a) or (b) or (c) ——————— (5*2) = 10 Marks*
- A. Discuss the latest trend across the world in respect of compensation & benefit.
- B. What are the various tax areas in USA and why such provision is required – provide justification

C. Explain the concept of Jakat in Middle east

Q5) *Any two from (a) or (b) or (c) ——————— (5*2) = 10 Marks*
   A.   Explain in detail, what you understand by "Expatriate compensation"
   B. Explain about moonlighting, blue moon lighting and full moon lighting
   C. Write annual components that are listed in CTC

Q6) *Any two from (a) or (b) or (c) ——————— (5*2) = 10 Marks*

   A.   SAP has India specific payroll info types; write on following info types – 580, 582, and 583 – write full name of info type and their significance / what information they store

   B.   SAP has India specific payroll info types; write on following info types 585, 586 and 591 – write full name of info type and their significance / what information they store
   C. Discuss the compensation & benefit practices followed in Japan

Q7) *Any two from (a) or (b) or (c) ——————— (5*2) = 10 Marks*
   A. SAP has GENERAL payroll info types; write detailed note on any such 5 info types.
   B. Discuss the system of statutory deductions PF, Gratuity– w. r. t. employee and employer contribution, eligibility for such deduction (who are eligible).
   C. Discuss the concept of P Tax, ESIC and LWF w. r. t. employee and employer contribution, eligibility for such deduction (who are eligible).