

VPM's
DR VN BRIMS, Thane
Programme: MMS (2023-25)
Third Semester Regular Examination December 2024

Course Name:	Compensation and Benefits	Course Code	MMS H-305
Roll No.		Marks	60
Total No. of Questions	6	Duration	3 Hours
Total No. of printed pages	3	Date	04-12-2024

Course Outcome Statements:

CO1: Defining the philosophy of Human Resource Management and its relevance in Compensation and Benefits.

CO2: Illustrating the Compensation & Benefits and Total Reward practices in the organizations in India and other countries.

CO3: Determining the use of the business context for Reward Strategies.

CO4: Integrating Compensation structure, Salary offer, CTC structure , Variable pay and statutory benefits with Labour laws and latest amendments in the Acts.

CO5: Interpreting the impact of inflation, Consumer price index, Compensation Survey , Variable pay benchmarking and Income Tax on the Compensation and Benefits.

CO6: Developing Compensation and Benefits structure applicable to different levels of employees and maximizing the need of an organization.

Instructions: -			Marks	BL	CO																																								
Q. No 1 (All Questions are Compulsory)																																													
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Q. 1		Case/Case-let Study																																											
		Mr. Jackson is an engineer in HEC company in Delhi. His annual CTC is Rs.14,40,000 P.A. and his monthly CTC being Rs.1,20,000. Company has been providing various allowances to Mr. Jackson during his tenure of service. This is seen in the salary slip provided to him every month.																																											
	a.	Calculate the monthly net salary of Mr.Jackson , after examining the breakup categories. Show the break up in a form of salary slip including HRA [metro city],Medical allowance , conveyance allowance , food allowance and one child's education allowance. Deduction including professional tax , EPF. Gratuity deduction. Simplify the net salary drawn by Mr.Jackson.	6	Level 4	CO4																																								
	b.	Create and formulate his monthly taxable income , tax exempted income. and Annual taxable amount keeping in mind the details mentioned below.	6	Level 5	CO5																																								
		<table border="1"> <thead> <tr> <th>Sl.no.</th> <th>Description</th> <th>Amount – Rs. per month</th> <th>Tax Exempted</th> <th>Tax to be paid</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Basic</td> <td>60000</td> <td></td> <td></td> </tr> <tr> <td>2.</td> <td>HRA [Metro city]</td> <td>40000</td> <td></td> <td></td> </tr> <tr> <td>3.</td> <td>Conveyance Allowance</td> <td>10000</td> <td></td> <td></td> </tr> <tr> <td>4.</td> <td>Medical Allowance</td> <td>10000</td> <td></td> <td></td> </tr> <tr> <td>5.</td> <td>Education Allowance</td> <td>8000</td> <td></td> <td></td> </tr> <tr> <td>6.</td> <td>Gross salary</td> <td>1,20,000</td> <td></td> <td></td> </tr> <tr> <td>7.</td> <td>Deduction PF capping</td> <td>1800</td> <td></td> <td></td> </tr> </tbody> </table>				Sl.no.	Description	Amount – Rs. per month	Tax Exempted	Tax to be paid	1.	Basic	60000			2.	HRA [Metro city]	40000			3.	Conveyance Allowance	10000			4.	Medical Allowance	10000			5.	Education Allowance	8000			6.	Gross salary	1,20,000			7.	Deduction PF capping	1800		
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		8.	Prof Tax	200						
		9.	Gratuity	5000						
		10.	Grand total							
Q. 2		Answer Any one from the following.								
	a.	Critically evaluate the definitions of Equity Compensation Plan and design your own definition. Explain and assess the importance and objectives of Equity compensation plan.						6	Level 5	CO5
	b.	With the help of examples determine the importance of Remuneration survey and elaborate the process undertaken for Remuneration survey.						6	Level 5	CO5
Q. 3		Answer Any one from the following.								
	a.	Through analysis and critical examination classify the challenges in the Implementation of DA and VDA and the Government's Role in regulating DA and VDA.						6	Level 4	CO4
	b.	Analyze and categorize the contribution of employees and the employer towards EPF, EPS, ESIC, Gratuity, professional tax .Justify your answer with relevant examples.						6	Level 4	CO4
Q. 4		Answer Any two from the following.								
	a.	Acquire knowledge and develop the types of reward strategies practised in companies. Identify and provide probable solutions towards the challenges faced in reward management.						6	Level 3	CO3
	b.	Develop and design the objectives of reward management and apply the steps followed in developing the reward strategy.						6	Level 3	CO3
	c.	With the support of examples Justify the future Trend in Reward management and the best practices presently followed.						6	Level 3	CO3
Q. 5		Answer Any two from the following.								
	a.	Explain Five methods that can help employees to reduce tax burden.						6	Level 2	CO2
	b.	Effective reward management comprises of effective steps for implementation .Illustrate and explain the Total Reward Strategy[9 steps involved]						6	Level 2	CO2
	c.	Compare and differentiate Compensation, Rewards ,Benefits and Perquisites . Give relevant examples to support your content.						6	Level 2	CO2
Q. 6		Answer Any two from the following.								
	a.	Human beings are considered the most critical assets in organizations, emphasizing the importance of their development, commitment, and potential realization. Briefly explain the Factors Influencing HR Philosophy:						6	Level 1	CO1
	b.	Human capital allows an economy to grow. When human capital increases in areas such as science, education, and management. In your own words elaborate the importance of investing in Human Resource						6	Level 1	CO1
	c.	Determine and explain the Challenges and Opportunities for HRM Professionals in India.						6	Level 1	CO1