

**Subject : Elective-III : Compensation & Benefits Management  
(Human Resource Management)**

Day : Tuesday  
Date : 07/06/2016

**S.D.E.**   
30371

Time : 02.00 P.M. TO 05.00 P.M.  
Max Marks : 70 Total Pages : 1

**N.B.:**

- 1) Attempt **ANY FOUR** questions from Section-I and **ANY TWO** questions from Section-II.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answer to both the sections should be written in **SAME** answer book.

**SECTION – I**

- Q.1** What do you mean by Compensation and Benefit? Discuss in detail various factors affecting compensation and benefit decisions. [10]
- Q.2** What do you mean by Labour Cost? Discuss in detail essential features of Direct and Indirect Labour Cost. [10]
- Q.3** Define 'Time Keeping' and 'Time Booking'. Bring out the difference between Time Keeping and Time Booking. [10]
- Q.4** Discuss in detail various costs associated with Attrition. [10]
- Q.5** Write a detailed note on 'Reward Management' [10]
- Q.6** Write short note (**ANY TWO**) : [10]
- a) Treatment of HR in Balance sheet
  - b) Merit Rating
  - c) ESOP

**SECTION – II**

- Q.7** As the HR chief of a large Automobile company, how will you go ahead about designing a suitable Incentive Scheme for the supervisors working on the shopfloor? Make your own assumptions. [15]
- Q.8** A Retail Food Chain operating in various towns of India is facing very high attrition rate. As the HR consultant what remedies you can suggest to bring the attrition rate down. You have the freedom to make assumptions. [15]
- Q.9** As the Compensation and Benefit Manager of a software firm, what are the factor will you consider in finalizing Deputation Allowance for the software engineers your organization is planning to send abroad on deputation? If required, make reasonable assumptions. [15]

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