

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

Day : Saturday
Date : 10/12/2016



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** Explain the concept of Compensation and Benefit Management. Enumerate the scopes and importance of Composition and Benefit Management. [10]
- Q.2** What is 'Flexi Time'? What factors would contribute to its successful implementation in an organization. [10]
- Q.3** What do you understand by 'Time Keeping'? What are its objectives? [10]
- Q.4** Discuss in detail various reasons of Attrition with suitable examples. [10]
- Q.5** Write a detailed note on 'Fringe Benefit'. Put some light on its taxations aspect. [10]
- Q.6** Write short note (**ANY TWO**) : [10]
- a) Accounting of HR
 - b) CTC
 - c) e-Transfer

SECTION – II

- Q.7** As the HR Head of a mid-size Pharmaceutical Company, how will you go ahead about devising an appropriate incentive scheme for the Area Sales Managers leading a group of medical representatives? Make your own assumptions. [15]
- Q.8** As the Compensation and Benefit Manager of an Airline Company operating in India, design an appropriate compensation package for the Pilots your organization is planning to hire from Eastern European Countries. [15]
- Q.9** You are the HR consultant to a family owned furniture manufacturing company. The management has taken the decision to introduce Performance Linked Payment system for its employees. How will you go about suggesting a suitable system for your client? [15]

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