

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

Day : Tuesday

Date : 14/06/2016



Time : 10.00 AM TO 1.00 PM

Max Marks : 70 Total Pages : 1

N.B.:

- 1) Attempt any **FOUR** questions from Section –I. Each question carries 10 marks.
- 2) Attempt any **TWO** questions from Section –II. Each question carries 15 marks.
- 3) Answers to both the Sections should be written in same answer book.

SECTION-I

- Q.1** Discuss various factors affecting Compensation and Benefits decision in an organization of your choice. (10)
- Q.2** What are Fringe Benefits? Explain different kinds of Fringe Benefits and the class of employees entitled to each such a Fringe Benefit. (10)
- Q.3** What is Wage Survey? Explain its advantages and also state how it is done citing one or two examples, assume the organization of your choice. (10)
- Q.4** ‘Wage Incentive Plans will help organizations for effective use of Money and Human Resource’. Critically analyze the statement. (10)
- Q.5** What are the causes of Labour Turnover? Discuss its implication on an organization. (10)
- Q.6** Write short notes on (Any **TWO**) (10)
- a) ESOP
 - b) Time keeping
 - c) Job Evaluation

SECTION-II

- Q.7** You have been selected as a HR Manager and asked by your CEO to devise for yourself a CTC package not costing more than Rs.15 lac per annum to the organization. Prepare a suitable compensation package as per your choice. (15)
- Q.8** Your CEO has asked you to reduce present high idle time. Prepare your plan indicating causes of idle time and remedies to reduce idle time, assume details. (15)
- Q.9** Your engineering industry has of late experienced a high labour Turnover. As a HR Manager prepare a note to your organization’s Board of Directors on your strategy in reducing the present high labour turnover by at least 50% within an year. (15)