

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

Day : Monday
Date : 19/12/2016



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** State with examples factors which ought to be taken in consideration for Compensation Management in any organization of your choice. (10)
- Q.2** Explain with examples ‘Labour Cost’ and state the components which determine the said cost. (10)
- Q.3** State with examples ‘Ranking Method’ of Job Evaluation and highlight its merits and demerits. (10)
- Q.4** Differentiate between Time Keeping and Time Booking. (10)
- Q.5** Define Labour Turnover and suggest means and policies to reduce the high Labour Turnover. (10)
- Q.6** Write short notes on (Any **TWO**) (10)
- a) External Equity
 - b) Flexi Time
 - c) Wage Surveys

SECTION-II

- Q.7** Prepare a detailed note to your Branch Managers on your decision to adopt factor comparison method for Job evaluation of the staff in each Branch and explain to them how this method works and its advantages. (15)
- Q.8** Write a detailed note as a HR Manger for your newly set up organization on the necessity for having a Compensation Committee and adherence of Corporate Governance. (15)
- Q.9** State the method of determining Bonus. (15)

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