

SVKM's NMIMS
NMIMS – GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION

Programme: PGDHRM

Examination: June 2017
Subject: Compensation & Benefits

Semester: III
Course : New
Marks : 70
Time: 3.00 p.m. to 6.00 p.m.

Date: 12.06.2017

Instructions:

1. Answer to each new question to be started on a fresh page.
2. Figures in bracket indicate full marks.

Q.1) Attempt any 2 out of 4

(Marks: 2X5=10)

- a) Compensation
- b) ESOP
- c) Fixed Pay
- d) Types of Employee Benefit

Q.2) Write short notes on (2 out of 5)

(Marks: 2X5=10)

- a) Job Ranking
- b) Variable Pay
- c) Health Care Benefits
- d) DA
- e) Job Evaluation for Various Positions

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) Explain the concept of wage and salary surveys in brief. State the prerequisites.
- b) Describe the wages policy in India.
- c) Explain the role of compensation in creating high performing organizations.
- d) Define expatriate compensation.
- e) Describes the benefits for women employees.

Q.4) Attempt both the questions

(Marks: 2X10=20)

- a) What are the voluntary benefits provided by the employers?
- b) What are the different types of incentive pay programmes?
