

**SVKM's NMIMS**  
**School of Distance Learning**

Programme: PGDHRM

Academic year: 2011 – 2012

Semester: IV

Subject: Wages & Salary Administration

Course Old

Marks 70

Date: 31.12. 2011

Time: 3.00 p.m. to 6.00 p.m.

**Instructions:**

Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer book, which is provided for their use. Figure in brackets indicates full marks.

**Q.1. Write briefly on any two of the following:** (10 Marks)

- a. Fringe Benefits.
- b. Employee Pension Scheme 1995.
- c. Broad Banding.
- d. Gratuity.

**Q.2 Write Short Notes on any 2 out of 5** (10 Marks)

- a. Profit Sharing.
- b. Dearness Allowance.
- c. Downsizing & Downgrading.
- d. Set on and Set off.
- e. Group Incentive Schemes.

**Q.3. Attempt any 3 out of 5** (30 Marks)

- a. What is Job Evaluation? Explain Job Evaluation methods in detail?
- b. Define pay \ wages survey. Describe different types of pay / wages survey.
- c. Explain the features \ elements of "Payment of Bonus Act, 1956".
- d. Explain the concept of tax planning and discuss tax implications of compensation to the employees.
- e. What is compensation structure? Describe the role of compensation in an organization.

**Q.4. Case Study**

(20 Marks)

A manufacturing organization "Robust Ltd" has about 5000 employees on its rolls in three units located in Nasik, Pune and Hyderabad. The organization is five years old and has many complex problems related to compensation. The management wants to have a good compensation policy and structure so as to influence employee performance and organization culture. To attain this objective the Management want to appoint a compensation Manager

Answer the following Questions:

- a. What kind of a person the management should look for? Briefly mention the required Academic and Professional background profile.
- b. List the main functions and responsibilities he should be charged with as Compensation Manager.

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