

**SVKM's NMIMS**  
**NMIMS Global Access – School for Continuing Education**

Programme: PGDHRM

June 2013 Examination  
Subject: Compensation & Benefits

Semester: III  
Course: New  
Marks : 70

Date: 18.06.2013

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

**Instructions:**

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

Q 1 Discuss or write short notes on (Any 2 out of 4). (Marks: 2x5=10.)

- a) Historical perspective on compensation.
- b) Ranking method.
- c) Explain ESOP's.
- d) Explain the purpose of fringe benefits.

Q 2 Write short notes (Any 2 out of 5) (Marks: 2x5=10.)

- a) Deferred income.
- b) Group incentive plan
- c) Factor comparison method of job evaluation.
- d) Explain in short concept of wage and salary.
- e) Minimum Wages Act, 1948 .

**Detailed Questions:**

Q3 Attempt any 3 out of 5. (Marks: 3x10=30.)

- a) Elaborate on the need for the requirement of a sound employee benefit programme.
- b) What are the economic and social objectives of wage policy in India? Please enumerate 4 points for each.
- c) How can we achieve organizational objectives with a sound compensation plan?
- d) Elaborate on any 4 employee benefits offered as compensation out of the various employee benefits in a compensation plan.
- e) Explain Reinforcement and Expectancy theory of compensation.

Q4: Explain role of compensation strategy in retention and acquisition of employees. Also justify: Good compensation strategies create high performance, successful organization. Do you think compensation strategies are a part of company's image/brand management? (Marks 20).

X

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