

SVKM's NMIMS
School of Distance Learning

Programme: PGDHRM

Academic year: 2012 – 2013

Subject: Compensation & Benefits

Semester: III

Course: New

Marks: 70

Date: 5.01.2013

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.

NB:

1. All 4 questions are compulsory.
2. Candidates should attempt questions as per the internal options available.

Q.1. Write short notes on any two out of four (10)

- a) Employee Remuneration
- b) Wages and salary
- c) Non monetary benefit
- d) Equity Theory

Q.2. Write short notes on any two out of five (10)

- a) Executive remuneration
- b) Motivation behind performance pay
- c) Justification for market correction in pay
- d) Incentive schemes
- e) Perquisites

Q.3. Attempt any three out of five (30)

- a) Discuss Theories of Remuneration in details, more particularly Equity and Agency Theory.
- b) Discuss importance of ideal Remuneration systems keeping in mind average cost of living is going up.
- c) Discuss in details different factors influencing employee remuneration.
- d) Discuss in details remuneration plan v/s Business Strategy.
- e) Discuss Challenges in remuneration keeping in mind huge turnover of talent.

Q.4. **Case study** (20)

X company is building plant in backward district of Maharashtra. How would you go about designing compensation package of employee keeping in mind hard ship and lack of facilities in remote area?