

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

Programme : PGDHRM

Academic year: 2013 – 2014
Subject: Compensation & Benefits

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

Date: 17.12.2013

Instructions:

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

Q.1) Write short notes (2 out of 4)

(Marks: 2X5=10)

- a) Equity Theory
- b) Merit Pay
- c) Provisions of Income Tax Act
- d) Dearness Allowance

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

(Marks: 2X5=10)

- a) Gainsharing
- b) Point Rating Method
- c) Employee Stock Option
- d) Types of Employee Benefits
- e) Variable Pay

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) Explain the different methods of job evaluation with examples.
- b) Explain the short-term and long-term incentive plans.
- c) What are the components of compensation system? Explain the importance of ideal compensation system.
- d) Describe the factors which affect the company's competitive strategy and compensation system
- e) What are the key elements of deferred payouts and retirement benefits?

Q.4) Define fringe benefits and bring out their importance. If you were establishing your own business, what benefits would you be legally required to pay and which would you choose to offer?

(Marks: 20)
