

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

Programme: PGDHRM

Academic year: 2012 – 2013

Subject: Compensation & Benefits

Semester: III

Course New

Marks 70

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

Date: 10.07.2012

**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.

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**Q.1. Discuss any two out of four**

**(10 Marks)**

- a) Social Security
- b) Compensation
- c) Incentives
- d) Variable Pay

**Q.2. Write Short Notes on any two out of five**

**(10 Marks)**

- a) Welfare facilities
- b) Bonus
- c) Job Description
- d) Self Assessment
- e) Basic Pay

**Q.3. Attempt any three out of five**

**(30 Marks)**

- a) What is Compensation and Benefits? Explain its importance in industry.
- b) How do you design Competitive Compensation package for sales staff, which has to achieve certain target? Discuss performance pay also.
- c) Discuss variable pay and other benefits like PF, Superannuation, Gratuity etc.
- d) Discuss merits and demerits of incentives. Also discuss short term v/s long term incentives.
- e) What are the retirement benefits employee gets? Also discuss social security policy of Government of India.

**Q.4. Case Study:**

**(20 Marks)**

In a BPO Industry, retaining staff is a challenge. Net Power Tech. is a company who had to face huge staff turnover recently in one year.

Keeping above in mind help management to design affective pay package which will help in retention of talent.

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