

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

Programme: PGDHRM

Academic year: 2014 – 2015
Subject: Compensation & Benefits

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

Date: 17.06.2014

Instructions:

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

Q1) Attempt any 2 out of 4

Marks : 2x5 = 10

- a) Differential Piece-work
- b) Job Hierarchy
- c) Time Span of Discretion Methods
- d) Dearness Allowance

Q2) Write short notes on : (any 2 out of 5)

Marks : 2x5 = 10

- a) Equity theory of compensation
- b) Ranking method of job evaluation
- c) Decision Band Method
- d) Fringe Benefits
- e) Gainsharing

Q3) Attempt any 3 out of 5

Marks : 3x10 = 30

- a) What are the factors affecting companies competitive strategies and compensation practices ?
- b) What are the points to be considered when designing incentive pay programs?
- c) Explain incentive plans for blue-collar workers.
- d) Describe external compensation survey methods.
- e) What is the role of compensation in creating high performance organizations ?

Q4) Attempt both the questions

Marks : 2x10 = 20

- a) Explain in detail the concept of Employee Stock Option Plan (ESOPs),
- b) What are the merits and demerits of incentives ?
