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

Programme: PGDHRM

Examination: December 2014
Subject: Compensation & Benefits

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

Date: 29.12.2014

Instructions:

1. Answer to each new question to be started on a fresh page.
 2. Figures in bracket indicate full marks.
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Q.1) Attempt any 2 out of 4

(Marks: 2x5=10)

- a) Factories Act, 1984
- b) Group incentive plan
- c) Minimum wage
- d) Variable pay

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

(Marks: 2x5=10)

- a) Stakeholders of a compensation system
- b) Pay survey
- c) Job evaluation
- d) Incentive pay
- e) Dearness allowance (DA)

Q.3) Attempt any 3 out of 5

(Marks: 3x10=30)

- a) Importance of an ideal compensation system
- b) Types of employee benefits
- c) Discuss how compensation motivates employees
- d) Describe the traditional basis for pay
- e) Merits of Incentive plan

Q.4) Attempt both the questions:

(Marks: 2x10=20)

- a) Discuss the current trends in compensation
- b) Describe the types of variable pay. Discuss in details the success and failure of variable pay in Indian scenario.
