

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

Programme: PGDHRM

Examination: June 2015  
Subject: Compensation & Benefits

Semester: III  
Course : New

Marks : 70

Date: 18.06.2015

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

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**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) Historical perspective of compensation
- b) Compensation plan and business strategy
- c) Fixed pay
- d) Wage and salary surveys

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

(Marks: 2X5=10)

- a) Fringe benefits
- b) Compensation for flexible workforce
- c) Incentives for indirect workers
- d) Employee stock option plan
- e) Job evaluation system

**Q.3) Attempt any 3 out of 5**

(Marks: 3X10=30)

- a) What are different dimensions of compensation?
- b) Discuss point rating method of job evaluation
- c) Discuss the benefits of variable pay
- d) What are the factors affecting compensation
- e) How to collect compensation survey data?

**Q.4) Attempt both the questions**

(Marks: 2X10=20)

- a) Write a detailed note on wage policy of India
- b) What are the challenges in devising a compensation plan?

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