

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

Programme: PGDHRM

Examination: December 2015  
Subject: Compensation & Benefits

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

Date: 14.12.2015

**Instructions:**

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

**Q.1) Attempt any 2 out of 4**

**(Marks: 2X5=10)**

- a) Discuss Thomas Patten's seven criteria for effectiveness of compensation policy
- b) What are the key steps in devising remuneration plan?
- c) What are the benefits of variable pay?
- d) Discuss three methods of wage survey

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

**(Marks: 2X5=10)**

- a) HRIS
- b) Classification method
- c) Profit sharing system
- d) Basic provisions of Payment of Wages Act
- e) Expatriate compensation

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

**(Marks: 3X10=30)**

- a) What are the dimensions of compensation?
- b) Discuss factors affecting successful variable pay plans
- c) Write a note on 'Future of Fringe Benefits' and also discuss guidelines to make benefits program effective
- d) Write about Henderson's elements of a wage and salary system
- e) Write a detailed note on 'Minimum Wages and ILO'

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

**(Marks: 2X10=20)**

- a) Discuss the role of compensation in creating high performance organization
- b) What are the challenges in devising a compensation plan?

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