

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

Programme: PGDHRM

Examination: June 2016
Subject: Compensation & Benefits

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

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) Time Rate System
- b) Expectancy theory
- c) Incentive Pay Plans
- d) DA

Q.2) Write short notes on (2 out of 5) **(Marks: 2X5=10)**

- a) Fringe Benefits
- b) Skill Based Pay
- c) Importance of Gain-sharing
- d) Disability Income Continuation.
- e) Incentive Plans for Blue Collar Workers

Q.3) Attempt any 3 out of 5 **(Marks: 3X10=30)**

- a) How is Compensation Data collected?
- b) Write a detailed note on INCOME TAX ACT.
- c) Discuss the objectives of Wage Policy.
- d) What role does compensation strategy for attracting and retaining employees?
- e) What are the advantages and disadvantages of ESOPS?

Q.4) Attempt both the questions **(Marks: 2X10=20)**

- a) Compensation is the DNA of any company. Discuss the latest trends in Compensation Management.
- b) Explain the Internal Parity and External Competitiveness in designing Compensation Package.
