

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

Programme: PGDHRM

Examination: December 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.
-

Q.1) Attempt any 2 out of 4

(Marks: 2X5=10)

- a) Dimensions of Compensation
- b) Importance of an ideal Compensation System
- c) Write a note on Pay levels
- d) Pay for Performance

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

(Marks: 2X5=10)

- a) Challenges in devising a Compensation Plan
- b) Classification Method of Job Evaluation
- c) Elements of Wage and Salary System
- d) Payment of Wages Act : Basic Provisions
- e) The Halsey System

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) How are Incentive Pay Programs designed?
- b) Patterns of DA Calculation
- c) Types of Variable Pay
- d) Why do employers offer stock options to their employees?
- e) List the advantages and disadvantages of ESOPs.

Q.4) Attempt both the questions

(Marks: 2X10=20)

- a) Why do Organizations introduce Gain-sharing?
- b) Discuss the factors that affect Compensation with examples.
