

Time: 2:30 hours

Marks: 75

- Note- 1) All questions are compulsory.
 2) Figures to the right indicate full marks.
 3) Support your answer with illustration and diagram.

Q.1 (A) Match the following (Attempt any 7)

Column A		Column B	
1	Compensation Plan	A	Health Insurance
2	Indirect Compensation	B	Perquisite
3	Job evaluation	C	To link Internal Job evaluation to market salaries
4	Club Membership	D	To enforce a measure of Social Justice
5	Cost of living	E	Standards and Benchmarks
6	Identify key jobs or Benchmarks	F	Wages Level and population is closely linked
7	Payment of Gratuity Act 1972	G	Transformation of Employee into a stockholders
8	ESOP	H	Would exist even in perfect employment market
9	Subsistence Theory	I	External Factor influencing compensation
10	Occupational Wage Differential	J	Determining worth of Job

Q.1 (B) State the following are True or False (Attempt any 8)

- Maximum limit of Gratuity payable is of Rs.20Lakh as per Amendment made in March 2018.
- Employee's provident fund does not apply to industries with less than 20 employees.
- Equal remuneration means same salary to all employees of the company.
- Broad- banding allow greater flexibility in compensation.
- Marginal Productivity Theory is concerned with the influence exerted by demand and supply of labour.
- Profit sharing can never be on individual basis.
- Per day wages earned will be maintained at par in piece work plan.
- There is no provident fund facility available for unorganized sector
- As per Workmen Compensation Act there is one standard amount of compensation
- Factories Act, 1948 specifies every adult worker is required to work for more than 48 hours per week.

Q.2 Answer the following in brief

- Explain the residual claimant theory and also explain its criticisms. (7)
 - Explain challenges in compensation management (8)
- OR**
- What is Human Resource accounting? Explain its features (8)
 - What are the characteristics of Special Groups? Explain compensation management to Corporate Directors and Executives. (7)

Q.3 Answer the following in brief

- A. What are the factors contributing to the wages differentials?
- B. Explain Compensation Scenario in India.

(8)
(7)

OR

- C. Explain Payment of Bonus Act
- D. What is profit sharing plan? What are its features?

(8)
(7)

Q.4 Answer the following in brief

- A. What is financial compensation ?
- B. Explained Skilled based compensation tools.

(7)
(8)

OR

- C. Explain Subsistence Theory
- D. What are the 3 'P's of compensation?

(8)
(7)

Q.5 Answer the following in brief

- A. Explain the Steps in designing the compensation system.
- B. What are the advantages and disadvantages of cafeteria approach?

(7)
(8)

Q.5 Short notes. (Any Three)

(15)

- C. Labour Market Model
- D. Non-Financial Benefits
- E. Compensation to corporate directors
- F. Gain-Sharing Plan
- G. Internal Equity and External Equity as a factor influencing pay structure.
