



# Sanjay Ghodawat University, Kolhapur

Established as State Private University under Govt. of Maharashtra. Act No XL, 2017

2018-19

EXM/P/09/01

Year and Program: 2018-19

School of Commerce & Management

Department of SY MBA

Course Code: MMCHR611

Course Title: Compensation and Benefit Management

Semester – III

Day and Date: Monday,  
17/12/18

End Semester Examination  
(ESE)

Time: 10.00am-  
01.00pm

Max Marks: 100

## Instructions:

- 1) All questions are compulsory.
- 2) Assume suitable data wherever necessary.
- 3) Figures to the right indicate full marks.

Q.1	Answer the following questions.	Marks	Bloom's Level	CO
a)	Discuss the concept of Compensation Management.	07	L <sub>2</sub>	CO1
OR				
a)	Examine the recent trends in compensation management.	07	L <sub>4</sub>	CO2
b)	Collective Bargaining is the key element of pay fixation in India. Comment.	08	L <sub>4</sub>	CO3
OR				
b)	Evaluate the role of pay commission in pay fixation in India.	08	L <sub>4</sub>	CO3
Q.2 Answer the following questions.				
a)	Explain the elements of Minimum Wages Act, 1948. Opine on the role played by the Act in defining wage structure by an organization.	07	L <sub>4</sub>	CO3
OR				
a)	Explain the elements of Equal Remuneration Act, 1976. Does this act truly assure equal remuneration for equal work? Opine with examples.	07	L <sub>4</sub>	CO3
b)	Define performance appraisal. Discuss the scope of the same.	08	L <sub>2</sub>	CO4
OR				
b)	What do you understand by incentive scheme? Elaborate on the different types of incentives given to employees.	08	L <sub>3</sub>	CO4

<b>Q.3</b>	<b>Answer the following questions(any Two)</b>			
a)	Explain any three economic theories of Compensation.	08	L <sub>2</sub>	CO1
b)	Illustrate the different methods of job evaluation.	08	L <sub>3</sub>	CO2
c)	Describe the elements of Payment of Wages Act, 1936	08	L <sub>2</sub>	CO3
d)	Discuss the factors that affect the compensation strategy of an organization.	08	L <sub>2</sub>	CO4
<b>Q.4</b>	<b>Answer the following questions(any Two)</b>			
a)	Do you agree with the concept of competency based compensation? Comment.	09	L <sub>4</sub>	CO5
b)	Discuss in detail the process and importance of Training Need Analysis in an organization.	09	L <sub>2</sub>	CO5
c)	Illustrate the different kinds of fringe benefits.	09	L <sub>2</sub>	CO5
<b>Q.5</b>	<b>Answer the following questions(any Two)</b>			
a)	Discuss in detail voluntary retirement scheme.	09	L <sub>2</sub>	CO6
b)	Explain the objectives and problems in International Compensation.	09	L <sub>2</sub>	CO6
c)	Elaborate on the recent changes in compensation strategy.	09	L <sub>3</sub>	CO6
<b>Q.6</b>	<b>Answer the following questions(any Three)</b>			
a)	Enumerate the modes of determining bonus.	06	L <sub>2</sub>	CO5
b)	Explain the concept of pay for performance.	06	L <sub>2</sub>	CO5
c)	Compare National and International Compensation	06	L <sub>4</sub>	CO6
d)	What elements, according to you, should be present in a compensation strategy?	06	L <sub>3</sub>	CO6

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