



School: School of Business and Law
Program/s: MBA
Year: 2nd **Semester:** IV
Examination: End Semester Examination
Examination year: May 2023

Course Code: HR222 **Course Name:** Compensation Management
Date: 16/05/2023
Time: 10:00 AM to 12:00 PM

Total Marks: 40
Total Pages: 2

Instructions:

- Write each answer on a new page.
- Use of a calculator is permitted
- Any other relevant instructions if any

Q. No.	Details	Marks	COs*	BTL#
Q.1	<p>A) What do you mean by Compensation Management? What are the components of compensation? What are the primary and secondary objectives of compensation management? Suggest which components of compensation should Education Industry include in their employees.</p> <p style="text-align: center;">OR</p> <p>A) Discuss Institutional mechanism for wage determination in detail.</p> <p>B) Explain any three economic theory of wages.</p>	7	CO1 CO2 CO3	BT1, BT2
Q.2	<p>Define the following terms: (Each carries 1 mark)</p> <ol style="list-style-type: none"> 1. Job Enrichment 2. Pricing Job 3. CTC 4. Fair Wage 	4	CO1, CO2, CO3,	BT1, BT3,
Q.3	<p>Write a short note: (Attempt any two – each carries 4 marks)</p> <ol style="list-style-type: none"> 1. Pay for position 2. Competency based compensation 3. Modern trends in compensation management 	8	CO3, CO4	BT3, BT4

<p>Q.4</p>	<p>Based on the below details of Mr. Sahid and Sagar working in polycab technologies, find out the total earning of both the employee based on the Rowan System and Halsey system.</p> <p>Who is earning more as per Rowan system and Halsey system?</p> <p>From employer perspective which incentive system more beneficial?</p> <table border="1" data-bbox="211 304 939 514"> <thead> <tr> <th>Name of the employee</th> <th>Std. time</th> <th>Time taken</th> <th>Hourly rate</th> </tr> </thead> <tbody> <tr> <td>Shahid</td> <td>16</td> <td>15</td> <td>50</td> </tr> <tr> <td>Sagar</td> <td>16</td> <td>12</td> <td>50</td> </tr> </tbody> </table>	Name of the employee	Std. time	Time taken	Hourly rate	Shahid	16	15	50	Sagar	16	12	50	<p>10</p>	<p>C03 C04 C05</p>	<p>BT2, BT5, BT6</p>
Name of the employee	Std. time	Time taken	Hourly rate													
Shahid	16	15	50													
Sagar	16	12	50													
<p>Q.5</p>	<p>Mr. Narayan Tadvi is working with the Optec Pvt. Ltd from 1st January 2011. He is currently deployed in the production department as a Sr. supervisor. Below is the salary structure of Mr. Joshi:</p> <p>Basic salary - 13500/- per month</p> <p>DA - 20% of basic salary (Per month)</p> <p>HRA - 30% of basic salary (Per month)</p> <p>Bonus – 800/- per month</p> <p>Special allowance -1500/- per month</p> <p>Professional tax - 200/- per month</p> <p>Calculate PF and ESIC and prepare salary slip Mr. Narayan Tadvi for the month of February 2023.</p> <p>Is he eligible for Gratuity? If yes then calculate the Gratuity amount.</p>	<p>8</p>	<p>C03 C04 C05</p>	<p>BT2, BT5, BT6</p>												

*****End of Question Paper*****