

PGDM (IBM), 2015-17  
Life Insurance- Employee Benefit  
INS-403

Trimester – IV, End-Term Examination: September 2016

Time allowed: 2 hrs 30 min

Max Marks: 50

Roll No: \_\_\_\_\_

**Instruction:** Students are required to write Roll No on every page of the question paper, writing anything except the Roll No will be treated as **Unfair Means**. In case of rough work please use answer sheet.

**Note :** - Please be relevant and brief in your answers.

- Section C is compulsory.

- Do not write anything on this question paper except your roll no.

Section-A

**There are 5 questions in this section. Attempt any 3 questions. Each question carries 5 marks. (Min. 150 words)**

- A-1. Bringing of income tax and other industry related acts helped development of employee benefit schemes in india. Explain it with suitable examples.
- A-2. What is "Defined Benefit" & "Defined Contribution" Schemes ? How do they at building and delivery stages?
- A-3. Describe in brief the purpose & benefits of EDLI scheme under EPF & MP Act.
- A-4. Examine the need for funding superannuation liability of an employer.
- A-5. Describe in brief origin , scope and provisions of ESI scheme.

Section-B

**[Note: Answer 2 out of the 3 Questions below. Each Question carries 10 marks. (Min. 250 words)**

**[2x10=20]**

- B-1. Write in brief the origin , scope , findings & recommendations of OASIS report .
- B-2. Group underwriting and experience rating are two special features of group life schemes. Explain these two concepts in detail.
- B-3. What are the income tax related benefits associated with an approved group gratuity schemes to an employer and the employees.

P.T.O.

Section C

Case Study

15 Marks

1. Three employees named A , B & C are working in an organization and have their respective a salary of Rs 12000 , Rs 18000 and Rs 25000. Calculate the amount which are being credited monthly by their employer in EPF & EPS schemes in their name. (3)
  
2. Mr. X is a very senior employee of ABC Consultant. He is due for retirement after putting 33 years and 4 months of his continuous service with the organization next month. His current salary is of Rs 1,04,000 per month. (5)
  - a) Calculate the amount of gratuity which Mr. X can get from his employer.
  - b) Is employer duty bound to give the calculated sum ?
  - c) What would be the income tax implication for Mr X , if employer decides to give full amount ?
  
3. As an representative of a life insurance company write a communication to Mr. Y , Finance Manager of XYZ Corporation explaining him the need of the setting up of the gratuity fund and its actuarial valuation. (7)

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