

PGDM, 2015-17
Subject: Compensation Management & HR Metrics
Subject Code: DM-521
Trimester – V, End-Term Examination: December 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.

Students are allowed to carry their calculator.

Sections	No. of Questions to attempt	Marks	Marks
A	3 out of 5 (Short Questions)	5 Marks each	$3*5 = 15$
B	2 out of 3 (Long Questions)	10 Marks each	$2*10 = 20$
C	Compulsory Case Study	15 Marks	15
		Total Marks	50

Section A (Short Questions)

Attempt any Three.

3*5=15

1. Scanlon Plans are designed to lower labour cost without lowering the level of a firm's activity. Explain it by giving suitable example?
2. Merit Pay and Incentives are used separately. Comment.
3. Discuss the provisions of unauthorized deduction of wages under Payment of Wages Act, 1936.
4. The latest buzz word in corporate world in the field of HR is HR Analytics. Comment..
5. What are the objectives that an organization aims to achieve by offering Employee Stock Ownership Plan to its employees?

Section B (Long Questions)

Attempt any Two.

2*10=20

1. Discuss few major types of fringe benefits offered to employees in an organization. What are the values and problems of establishing a "cafeteria" fringe benefit program?
2. Discuss the compensation system for the following organizations whose strategy is :
 - Innovator

- Cost Cutter
- Customer Focused

3. What are the quantitative and non quantitative techniques of job evaluation? Consider your college. Using Point method of evaluation, identify the compensable factors required for your college to evaluate jobs?

Section C: Case Study

Calculate the Bonus

15 marks

XYZ is a fifty years old Steel Manufacturing organization. The minimum bonus calculated by the company to be given to its employees is Rs. 1,045,000/- . The maximum bonus is approximately Rs. 2,500, 000/- . The allocable surplus (67% of the available surplus) is given year wise. You are required to calculate the bonus given by the organization of ten years.

Year	Allocable Surplus
1	Rs. 1,045,000
2	Rs, 7, 000, 000
3	Rs. 2, 300, 000
4	Rs. 4, 500,000
5	Rs. 1,000,000
6	Rs. 2,500,000
7	Rs. 1, 200,000
8	Rs. Nil
9	Rs.1,000,000
10	Rs.2,250,000