

Program/Sem:	T.Y.B.M.S – Sem - V	Course:	FHRM
Program Code:	2M00155	Course Code:	46005
Duration:	2 ½ Hour	0 6 NOV 2025	Max. Marks: 75
Instructions:			
<ol style="list-style-type: none"> 1. All questions are compulsory. 2. Figures to the right indicate full marks. 3. Draw neat diagrams wherever necessary. 			

Q. 1 **Attempt the following.**

A. Fill in the blanks with an appropriate answer from the alternatives given. (Any 8) [08]

viii) Wage differentials mean _____.

(a) pay differences (b) similar pay
(c) equal pay (d) rigid pay

ix). Gain sharing means sharing _____.
(a) loss (b) risk
(c) savings (d) taxes

x). The Golden parachute protects _____.
(a) executives (b) clerks
(c) interns (d) labour

B. True or False: (Any 7)

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- i). Pay structure is not affected by education.
- ii). ESOP gives shares to employees.
- iii). CEO pay includes salary only.
- iv). Contract employees get fixed tenure pay.
- v). Distributive Justice relates to fairness.
- vi). The EPF Act came in 1952.
- vii). Team incentives encourage group effort.
- viii) Salary progression shows earning growth.
- ix). Legal compliance is a key part of HR's responsibility.
- x). COBRA deals with health benefits.

Q. 2 **Attempt either A or B.**

[15]

A. a) What are the factors influencing compensation?
b) State and explain characteristics of pay structure.

OR

B. c) Elucidate the objectives of compensation.
d) Describe the process of designing a compensation system.

Q. 3	Attempt either A or B.	[15]
	a) Explain the elements of a good wage plan.	[08]
	b) Enumerate the factors contributing to wage differentials.	[07]
OR		
B.	c) What are the prerequisites of effective incentive plans?	[08]
	d) Explain different types of wage differentials.	[07]
Q. 4	A. Attempt either A or B.	[15]
	a) Elucidate compensation management to corporate directors and executives.	[08]
	b) Enumerate the Human Resource Cost Accounting (HRCA) methods.	[07]
OR		
B.	c) Discuss the advantages and disadvantages of the Cafeteria approach.	[08]
	d) Explain: a. E-compensation and b. Salary Progression curve.	[07]
Q. 5	Attempt either (A and B) or C.	[15]
A.	Explain Employee Provident Funds and Miscellaneous Provision Act 1952 in detail.	[08]
B.	Discuss the issues in compensation management in brief.	[07]
OR		
C.	Short Note: (Any 3) (5 marks each)	[15]
	a) Scanlon plan	
	b) 3Ps of compensation	
	c) Wage boards	
	d) COBRA	
	e) Golden parachute	

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