

Program/Sem: T.Y.B.M.S – Sem - V

Course: FHRM

Program Code: 2M00155

Course Code: 46005

Duration: 2 ½ Hour

06 NOV 2025

Max. Marks: 75

Instructions:

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]

- i). The piecework plan pays for _____.
 - (a) output
 - (b) effort
 - (c) time
 - (d) attendance
- ii). Compensation means _____.
 - (a) reward
 - (b) control
 - (c) punishment
 - (d) training
- iii). Expatriates work in _____.
 - (a) foreign countries
 - (b) local offices
 - (c) head office
 - (d) state jobs
- iv). The Equal Remuneration Act was passed in the year _____.
 - (a) 1976
 - (b) 1965
 - (c) 1972
 - (d) 1952
- v). Wage boards are related to _____.
 - (a) fixing wages
 - (b) HR audit
 - (c) recruitment
 - (d) gratuity
- vi). Human Resource Accounting (HRA) measures _____.
 - (a) assets
 - (b) employee value
 - (c) equipment
 - (d) costs
- vii). Broad banding combines _____.
 - (a) departments
 - (b) pay grades
 - (c) policies
 - (d) project

- 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)

[07]

- 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? **[08]**
 - b) State and explain characteristics of pay structure. **[07]**

OR

- B.**
- c) Elucidate the objectives of compensation. **[08]**
 - d) Describe the process of designing a compensation system. **[07]**

- 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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