

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA
PGDM / PGDM (M) / PGDM (SM)
FIFTH TRIMESTER (Batch 2016-18)
MID TERM EXAMINATION, NOVEMBER 2017
SET - 1

Course Name	Compensation Management	Course Code	HR503
Max. Time	1 Hour	Max. Marks	20

Instructions:

- a. Attempt all four questions, carrying five (5) marks each.
- b. Answer precisely and do not write anything on question paper except your roll number.

1. How wage theories such as; Subsistence & Marginal Productivity Theories serve as a precursor and have paved path to our contemporary CTC heads. Give relevant examples.
2. Why there is a need to evaluate jobs? Using Ranking Method of job evaluation, Mr. Tyagi and his expert team wants to evaluate the relative worth of the executive jobs of IT, HR, Accounts, Operations and Sales, help them in doing so with an example.
3. Sharda Pipes are a supplier of fiber pipes to many real-estate companies. Sharda, employs about 40-50 employees out of which 13 are not on Sharda's payroll. Are ESIC and EPF Acts applicable on its employees? If yes, then explain how ESIC and EPF acts can be implemented with the key provisions with imaginary examples using eligibility and PF Ceiling norms.
4. Mr. Sanjay and Mr. Kedar working on a construction site of Sigma Developers, while being at work, got severely injured due to collapse of a building portion. Later during hospitalization, Sanjay succumbed to injuries while the Kedar's right hand's four fingers got amputated during the surgery.

Applying Employees Compensation Act 2010 and with the help of below given information, calculate both employees' compensation (death & disablement).

- a. Age of the deceased employee Sanjay was 20 years, gross wages were Rs.7000/- p.m.
- b. Age of the injured employee Kedar was 25 years and gross wages were Rs.11000/- p.m.
- c. Due to partial loss of body part of the injured employee, the loss of earning capacity was ascertained as 50%.
- d. RF details are as under;

Age in yrs.	16	17	18	19	20	21	22	23	24	25
RF	228	227	226	225	224	223	221	220	218	217