

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA
PGDM / PGDM (MARKETING) / PGDM (SERVICE MANAGEMENT)
V TRIMESTER (Batch 2017-19)
END TERM EXAMINATION, DECEMBER 2018

Set-II

Course Name	COMPENSATION MANAGEMENT	Course Code	HR503
Max. Time	2 Hours	Max. Marks	40

INSTRUCTIONS:

- All the questions are compulsory for which marks are indicated against questions.
- Do not write anything on question paper except roll number.
- Please be precise and legible in writing your answers.

- Outline the relevant steps involved in the Indian Payroll process and create a dummy CTC sheet for a Factory Worker applying necessary "Indian Statutory Requirements" with his gross salary pegged at Rs.4 Lac per annum. **(10 Marks)**
- Mr. Gupta resigned from XYZ Ltd. (a PSU) after serving for 6 years and 3 months wherein at the time of full and final settlement, HR dept. calculated that his service tenure had a gap of two months of LWP. Calculate Mr. Gupta's gratuity entitlements from below salary information who was Sr. Manager - PR. **(05 Marks)**
 - Basic Salary = 1,50,000/- p.m.
 - DA Salary = 1,00,000/- p.m.
 - HRA = 40,000/- p.m.
 - Gross Salary = 4,25,000/- pm.
- Apply Straight Piece Work Plan of PFP and calculate total incentives of a worker with the following details: **(05 Marks)**
 - Basic hourly rate = Rs. 6
 - Increase in rate for increased performance = 25%
 - Avg. Output per hour (Std.) = 800 units
 - Worker has produced 7000 units in an 8 hour shift
- How HCN, PCN, TCN approaches of hiring are linked to international compensation?
 # You are Marketing Manager with an Indian MNC earning Rs. 6,00,000 Lacs p.a. and have been asked to relocate and work in; China, US, & UAE, countries. Assuming you are married and blessed with two children, what factors would you consider as important to your relocation and how would you decide on those? Substantiate the rationality of your decision. **(10 Marks)**
 (Note: The Exchange Rates w.r.t. INR is; 1 USD=Rs.70, 1CNY=Rs.10, 1AED=Rs.16)
- Why are the decisions regarding compensation of special groups critical and important? Apply "Tournament Theory & Golden Parachute" strategies of executives' compensation for the post of a Cardiologist who is heading department of Cardiology at a renowned multispecialty hospital, "We Care". **(10 Marks)**