

Bharati Vidyapeeth
(Deemed to be University), Pune
School of Distance Education

Assignment No.		Name of the Assignment Setter:	mR.YASHWANT KUMAR		
Course Code:-	HR03	Class:	MBA/E-MBA/MBA-HR	Semester:	IV

Subject:	PERSONAL COST AND COMPENSATION MANAGEMENT
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- Q.1) Attempt **ANY ONE** of the **Following (1000 Words)** (10)
- a) Discuss the process of designing and planning of benefit program. What do you mean by totally integrated employee benefit program?
 - b) What do you mean by job based pay, Skill based pay and competency based pay?
- Q.2) Attempt **ANY TWO** of the **Following (800 Words)** (12)
- a) What are the components of employee benefits? Discuss the legal requirements for benefits.
 - b) What are the components of discretionary care fringe compensation? Explain
 - c) What are the various elements of executive compensation? Explain
 - d) What do you mean by compensation structure? What are the components of modern compensation structure?
- Q.3) Write Short Notes on **(ANY TWO)** (08)
- a) Wage Survey
 - b) Taxation of Salaries
 - c) Wage Incentives
 - d) Labour Turnover

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