

Questions

1. Analyze TCS' HR practices with respect to its policy related to compensation of its employees.
2. Discuss various concepts related to compensation management.
3. Understand how macroeconomic variables could affect a company's HR policies.

=== END OF THE PAPER===

2207M053

M.Voc Management-HRM
Subject: Compensation Management and Labour Laws
Subject Code: MHR-808
Semester: Second
July 2022
Theory (External): 70 Marks
Time: 03 Hours

Instructions to the Students

1. This Question paper consists of two Sections. All sections are compulsory.
2. Section A comprises 10 questions of objective type in nature. All questions are compulsory. Each question carries 2 marks.
3. Section B comprises 8 essay type questions out of which students need to do any 5. Each question carries 10 marks.
4. Read the questions carefully and write the answers in the answer sheets provided.
5. Do not write anything on the question paper.
6. Wherever necessary, the diagram drawn should be neat and properly labelled

Roll Number									

SECTION –A (SHORT/OBJECTIVE TYPE QUESTIONS)
(10x2=20 Marks)

- A. Define Compensation Management?
- B. What is non-financial compensation?
- C. How is bonus calculated?
- D. What is the main objective of the Payment of Bonus Act, 1965?
- E. Who comes under Payment of Wages Act, 1936?
- F. What is the applicability of payment of wages Act, 1936?
- G. What are the penalties under the Minimum Wages Act, 1948?
- H. Who appoints Central Advisory Board under Minimum Wages Act, 1948?
- I. What do you mean by Maternity Benefit Act 1961?
- J. What do you understand by Forfeiture of maternity benefit?

SECTION –B (ESSAY TYPE QUESTIONS)
(5x10=50 Marks)

1. Define financial and non-financial compensation. What are the steps in the process of compensation Management?
2. What are the various compensation strategies? Explain contemporary issues in compensation management?
3. What is Eligibility & disqualification for payment of bonus? What is minimum & maximum bonus?
4. What are the duties and responsibilities of the employer under the Minimum wages Act 1948?

5. Write Short Notes on the following:
 - a. Remedies available for workers
 - b. Penalty for offence
6. Write Short Notes on the following:
 - a. Taxation of Minimum wages
 - b. Minimum fair and living wages.
7. Write short notes on the following:
 - a. Dismissal in absence during pregnancy.
 - b. Women prohibited during certain periods.
8. The case discusses the compensation management practices at Tata Consultancy Services Ltd. (TCS), one of the leading Indian IT companies. TCS' compensation management system was based on the EVA model. With the implementation of Economic Value Added (EVA)-based compensation, the salary of employees comprised of two parts – fixed and variable. The variable part of the salary was arrived after considering business unit EVA, corporate EVA, and also individual performance EVA. During the fourth quarter of the financial year (FY) 2007-2008, TCS announced its plans to slash 1.5 percent of the variable component of employee salaries since its EVA targets for the third quarter of FY 2007-2008 were not met. The announcement came as a jolt not only to TCS employees but also to the entire Indian IT industry. The company came in for severe criticism and it was accused of not being transparent with respect to EVA calculation. However, some analysts felt that the pay cuts were a result of the macroeconomic challenges that the Indian IT companies were facing -- rapid appreciation of the rupee against the US dollar and the recession in the US economy (USA was the largest market for the Indian IT companies)