

**Q.1 Describe the objective of, eligibility and benefits under maternity benefit Act, 1971.**

**(Marks 14)**

**Q.2 Describe need and components of executive compensation plan compared to knowledge workers in an R and D firm.**

**(Marks 14)**

**OR**

**Q.2 a) Describe the process of developing reward for manual workers in a mega port project in UAE.**

**(Marks 7)**

**b) Explain competency based job evaluation**

**(Marks 7)**

**Q.3 a) Describe the eligibility for and calculation of gratuity under Payment of Gratuity Act, 1972.**

**(Marks 7)**

**b) Describe the meaning of set-on and set-off under Bonus Act, 1965.**

**(Marks 7)**

**OR**

**Q.3 a) "Team incentive plan can kill individual creativity"-please justify this statement**

**(Marks 7)**

**b) Transparency is a double-edged sword- Explain from the view of compensation management**

**(Marks 7)**

**Q.4 Please explain seven deductions under Income Tax Act, 1961 that a salaried employee can avail. Give examples.**

**(Marks 14)**

**OR**

**Q.4 Describe meaning and need of market rate analysis. Give ideas of different types of surveys done to study market.**

**(Marks 10)**

(P.T.O.)

- a) Subodh Ghosh is running a rice mill. His younger brother Manav is supporting him in the accounting work since last one year. Subodh and Manav are residing together in their parental place along with their families. Recently Manav and Subodh had an argument on some issues and Manav appealed in the labour court for not being paid the wages since he joined the work. Please explain from the lens of Payment of Wages Act, 1936.
- b) Life Science pharmaceuticals have manufacturing unit at the outskirts of the city. It has total 120 employees, out of them 35 are women. Mrs. Vinita Makwana, an employee of this unit recently became a mother and about to join back to work. This unit doesn't have any childcare unit. As a HR manager what will you do to accommodate this need as per Maternity Benefit Act, 1971?
- c) Mr Dillip K Panda, has opened a steel plant in Kenya. He is looking for a Chartered Accountant for this plant. Being an Indian, he is more interested for an Indian as prospective employee. Please prepare a compensation plan for attracting and retaining such a talent as per international compensation plan.
- d) Mr Ghanshyam Patel has opened HS Infotech, an information technology firm in Gandhinagar and recruited around 60 B-tech graduates from tier II colleges in India and 10 with 10 or more years of experience. Now Mr Patel is facing a problem in retaining the freshers. Please give your view point in this and suggest a compensation plan for them.
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