

Total No. of Questions :5]

P4760

SEAT No. :

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[5659]-3030

M.B.A.

306HR : HUMAN RESOURCE ACCOUNTING &

COMPENATION MANAGEMENT

(2016 Pattern) (Semester-III) (Specialization)

Time : 2¼ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) Answer any one form each question.*
- 2) All questions carry equal marks.*
- 3) All questions are compulsory.*

Q1) a) Define concept of HRA. Explain its importance & objectives of HRA.

OR

b) What is Balance scorecard? Explain the points of analysis, outcomes & benefits of Balance scorecard.

Q2) a) Explain cost base approaches of calculation of Human Resource Accounting?

OR

b) What are monetary & non-monetary methods of Human Resource Accounting?

Q3) a) Discuss the importance of HR software in an organization.

OR

b) How Human Assets are incorporated in P&C accounts & Balance sheet by Indian companies?

Q4) a) Define compensation highlighting its concept. Explain the factors in fluencong compensation.

OR

b) What is the difference between salary & wages? Explain the objectives & principles of wage & salary administration.

P.T.O.

Q5) a) Define the term 'Dearness Allowance' Explain characteristics, objectives & types of DA in detail.

OR

b) Write short notes (any two)

i) Difference between DA & HRA

ii) Types of Fringe Benefits

iii) Return on investment Approach.

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